

How an unexciting book launch became a real-life spy story



By TONY DAWE

AS THE wris multiplied yesterday over allegations of links between the Israeli secret service and the *Daily Mirror*, it became clear that only an unlikely High Court injunction would stop the success of the book which started the controversy.

The *Samson Option*, by Seymour Hersh, had an unusual launch, amid great secrecy. The title never appeared in the publisher's catalogue. It was hand-delivered to bookshops on Sunday because Faber & Faber feared an injunction to prevent its distribution.

A press release failed to excite newswires on Sunday, but copies of the book were already in the hands of MPs interested in intelligence and

the Middle East. Two of them acted swiftly on Monday to put down early day motions in the Commons.

Rupert Allason, the Tory MP for Torbay, who writes on espionage under the name Nigel West, said yesterday: "I was appalled by the seriousness of the allegations."

George Galloway, Labour MP for Glasgow Hillhead, and a target of previous *Mirror* investigations, was alerted by a journalist in America.

Their Commons motions were spotted by the media on Tuesday morning and the story took off, aided by Mr Allason raising the matter at Prime Minister's question time and by the fact that the allegations were out in the open under parliamentary

privilege. The MPs raised three central questions based on *The Samson Option*:

- Was Nick Davies, the *Daily Mirror*'s foreign editor and a polo-playing acquaintance of the Prince of Wales, a "long-standing and highly paid Israeli intelligence officer" involved in substantial arms sales?

- Did Mirror Group Newspapers and its owner, Robert Maxwell, have close relationships with Mossad?

- Had Mr Davies betrayed the London hideaway of Mordechai Vanunu, the Israeli nuclear technician, who was kidnapped by Mossad as he told the *Sunday Times* of his country's nuclear developments?

The book's allegations stemmed from statements by two wildly different people.

Mr Hersh's main source was Ari Ben-Menashe, an Iraqi Jew who had become an Israeli secret agent and claimed to have "run" Mr Davies and to have established an arms sales business with him. The second source was Janet Fielding, Mr Davies's former wife.

Both possessed "secret documents", items vital to the trade of the investigative journalist. They included letters and telexes addressed to Mr Davies about arms sales.

While most of the media could not believe its luck at such a juicy story, the *Daily Mirror* and Mr Maxwell were outraged and reacted with banner headlines to dismiss the allegations and those who had made them. The paper, its owner and foreign editor all denied links with Mossad

and claimed the documents were forgeries. It said one telex gave an incorrect passport number for Mr Davies and the wrong Christian names for his parents.

Mr Davies denied any involvement with Mr Vanunu, and colleagues, including one dismissed last year by Mr Maxwell, came forward to corroborate his story. Mr Ben-Menashe was accused of being a Walter Mitty figure, bitter at spending nearly a year in a United States jail awaiting trial on illegal arms dealing charges, for which he was cleared. He now lives in Sydney, and in May talked to journalists there, including Robert Cockburn, *The Times* correspondent, about his spying career.

He told *The Times*: "He was a good journalist, a contact who eventually admitted that he worked for Israeli security. I suppose, on reflection, that it was naive of me to have allowed him to use my address, but I thought it would just be a matter of convenience."

Mr Hersh claims to have further evidence to support his allegations against Mr Davies, and Mr Ben-Menashe is finishing a book of his own with more claims. Like the best real-life spy stories, this one could run and run.



Ben-Menashe: the self-confessed Israeli agent

Haughey is tipped to step down in new year

By EDWARD GORMAN, IRISH AFFAIRS CORRESPONDENT

CHARLES Haughey, the Irish prime minister, survived yet another threat to his leadership of Fianna Fail yesterday, but is now widely expected to step down early next year.

During another round of intense political manoeuvring in Dublin, supporters of Albert Reynolds, the finance minister and Mr Haughey's main rival, drew back from tabling a motion of no confidence in Mr Haughey's leadership of the party.

At least ten deputies spent most of the day closeted in parliament buildings considering whether to table a motion that would signal the beginning of a direct challenge to Mr Haughey's leadership next week.

In the event, the Reynolds camp elected to hold fire, apparently not yet convinced they would win enough support to carry the day. Mr Haughey appeared to have out-maneuvered them for the time being, by making clear during a recent meeting of the parliamentary party that he will stand down to his own time and when he believes it is in the best interests of the party and the country.

On Thursday, Ray Burke, minister for justice, and a Haughey loyalist, became the first cabinet minister publicly to indicate that he did not believe Mr Haughey would lead the party into the next general election in two years time. But he emphasised that this was a decision for Mr Haughey alone. Mr Burke's is favourite to succeed him.

During two tense meetings with him on Thursday, Mr Reynolds is understood to have tried to extract an undertaking that Mr Haughey will resign at an early date. Mr Haughey refused to give such an assurance but most observers believe he will go in January. Mr Reynolds is

fair to discriminate against the person who is working harder and the person who is working less, or the person who is better at the job than the person who is poorest."



Headgear checked: a young Metropolitan Police recruit at the force's training college in Hendon, north London, making a last minute adjustment to her uniform during the college's passing out parade yesterday

Performance-related pay

Teachers condemn Clarke's plan

By JOHN O'LEARY, HIGHER EDUCATION CORRESPONDENT

MINISTERS' insistence that teachers' salaries should be held down to make room for more performance-related pay brought a barrage of protests from the teachers' unions yesterday.

Unioo leaders claimed that the government's preferred pay structure would not work in practice. Kenneth Clarke, the education secretary, was accused of aggravating relations with teachers by attacking their professionalism in a radio interview.

Mr Clarke said that the

government's submission to the new teachers' pay review body had been misrepresented by the unions. Teachers' performance would be assessed on the quality of their work, not the examination results of their pupils.

He added: "In any performance-related pay, it is of the essence that those who put most into the job get paid a reward. The unions, of course, will always say that that everybody should be paid the same, everybody should be paid a huge percentage, it isn't

fair to discriminate against the person who is working harder and the person who is working less, or the person who is better at the job than the person who is poorest."

In a letter to Mr Clarke, David Hart, general secretary of the National Association of Head Teachers, said: "I have to say that thousands and thousands of teachers who are putting in many hours of work on the delivery of effective education will have been greatly antagonised by your

total lack of balance." Nigel de Gruchy, general secretary of the National Association of Schoolmasters and Union of Women Teachers, described the government's proposals as a "crazy and crackpot scheme". Doug McAvoy, general secretary of the National Union of Teachers, said that he was appalled but not surprised by the advice to underpay teachers and introduce a link with performance without defined targets or guaranteed funding.

Leading article, page 13

Labour candidate faces new challenge

By SHEILA GUNN
POLITICAL CORRESPONDENT

LABOUR suffered a further embarrassment last night in the Hemsworth by-election campaign when breakaway activists put up an alternative candidate in protest at their "shabby" treatment by the party leadership.

Paul Ablett, a former Liberal, has announced he will stand as an independent Labour candidate for the Yorkshire seat on November 7.

However, unless he receives the official sanction and funds of the National Union of Mineworkers, he stands virtually on a chance of preventing the official Labour candidate, the former MEP Derek Enright, winning the seat.

The division could cut the number of local workers prepared to canvass for Mr Enright and dent Labour's 1987 general election majority in Hemsworth of 20,700.

Labour headquarters imposed Mr Enright in place of Ken Capstick, an NUM official and close ally of Arthur Scargill.

Marital rape

A husband charged with marital rape changed his plea to guilty following this week's House of Lords ruling allowing a wife to refuse sex. At the Central Criminal Court, the 23-year-old accounts clerk admitted two specimen charges of raping his wife. The court was told that he carried out one rape at knifepoint. He was remanded in custody.

Letters, page 13

Clocks go back

British Summer Time ends at 2am tomorrow, when clocks should be put back one hour to 1am Greenwich Mean Time.

Leading article, page 13

Clarification

Wednesday's *Times* included a picture of Dame Ninette de Valois, founder of the Royal Ballet, outside the Royal Opera House. We have been asked to point out that she was appearing to support a photocall for the Royal Society for the Protection of Birds, whose charity performance, *Carnival for the Birds*, is to be held on November 3, and not because she had been attending a briefing on the musicians' dispute.

Spelling: *Times* appears Australia \$6.32; Belgium B Frs 40; Canada \$22.76; Czechoslovakia 2,200; France F 11,000; Germany DM 12,000; Greece Dr 300; Holland G 100; Ireland £ 10; Italy L 3,000; Luxembourg 2,200; Morocco Dir 20,000; Norway Kr 220; Spain Peseta 2,200; Sweden Kr 220; Turkey Dr 1,20; USA \$3.00.

Commons should be 'done away with'

THE House of Commons is outmoded, out of touch and should be replaced, the president of Plaid Cymru told the party's annual conference yesterday.

Dafydd Thomas, who represents Merionnydd Nant Clwyd, will be succeeded as party leader today by Dafydd Wigley, MP for Caernarfon.

When he was first elected in February 1974 Dr Thomas was the youngest MP of the intake. Time in the Commons appears to have soured his view of the Mother of Parliaments.

Unleashing a stream of invective he told the 200 delegates at Porthmadog, Gwynedd, that the House of Commons was the most disorganized, inefficient, unaccountable, ramshackled,

theatrical so-called legislature in the western world.

"The idea that politics represents what goes on in the Palace of Westminster must be some kind of sick joke," he said. "The House of Commons is unrefinable. It has to be done away with and replaced by democratically elected parliaments in Wales, Scotland and the English regions."

Dr Thomas's low opinion of Westminster did not prevent his successor predicting that at the next election Plaid's strength in the Commons would increase from three to five. He also dismissed a recent poll which put Plaid support at 5 per cent compared with its peak of more than 11 per cent at the 1970 election.

Father says birth a miracle

By JOHN VINCENT

A FATHER spoke yesterday of the "miracle" baby born to his wife two weeks prematurely after she was knocked down by a hit-and-run driver.

Michael Levin, aged 51, a college lecturer, said he was mysteriously drawn to the front window of his home in Forest Hill, southeast London, seconds after the accident on Tuesday evening.

His wife Patricia, aged 36, was yesterday still in a coma in Guy's Hospital, London, with daughter Francesca, delivered by caesarean section four hours after the accident.

Mr Levin described his daughter as "an absolute sweetie" but said his wife had serious head injuries. "I was working in the back room

road and there was my wife lying on the road in a pool of blood around her head. It was terrible.

"Francesca's birth is an absolute miracle. I feel sadness rather than anger. It was my wife's first child. She was extremely positive and looking forward to it."

"She didn't want to be under any drugs but wanted to feel the full experience of childbirth. It is a matter of great sadness she didn't feel that experience."

Mrs Levin also suffered broken legs, a broken pelvis and a broken collar bone in the accident.

Police are looking for a red Ford Fiesta that was being driven by a white woman of about 40.



Francesca: delivered four hours after the accident

away from the road, doing some writing and preparation for college at home.

"I can't think why, but I looked down outside into the

Fonda video 'led man to commit rape and double murder'

By RICHARD DUCE

A VIDEO film starring Jane Fonda prompted a man to rape and murder a man he once cared for and to strangle her mother, a court was told yesterday. Richard Lomas was detained for life by a judge at Birmingham crown court.

Lomas, aged 18, sat down to watch the film *The Morning After* with Rosemary Kelley, aged 37, while her daughter Claire, aged five, slept upstairs. Malcolm Lee, QC, for the prosecution, said: "The sinister aspect of this film is that it contains a scene of an attempted murder where a woman is drowned in a sink."

Mr Lee said that Mrs Kelley made sexual advances towards Lomas and a fight began. "They fell to the floor

and he applied pressure to her neck and, after about 10 minutes, he found she had died. He then filled up a washing bowl of water and put her head in it to revive her."

Lomas then turned his attention to Claire, a child about whom he had harboured sexual fantasies. Armed with kitchen scissors, he went into her bedroom.

"He tried to remove her pyjama trousers and cut away her upper clothing and she woke up," Mr Lee said. "He tried to tie her hands and gag her with a stocking. He then killed Claire by pressing down on her neck with his forearm and raped her while she was dying." After the murders, Lomas made a cup of coffee

Mrs Kelley used to babysit with Claire and moved in with Mrs Kelley for a week over Christmas last year. He later moved out, but still had a key to the back door. The murders were committed when Lomas, who was then aged 17, called on Mrs Kelley in the early hours of January 2.

Mr Lee said the bodies lay undiscovered for more than a week until a friend of Mrs Kelley, Tessie Blake, called at her flat in Bartley Green, Birmingham, after Mrs Kelley failed to turn up for work at the Thomas Aquinas school in Edgbaston, where Mrs Blake also worked.

Mrs Blake went into the flat through the unlocked back door and found Mrs Kelley lying in the living room. The gas fire was on, but until she ran back to her home to call the police and returned later to find Claire's naked body on the bed.

A post mortem examination showed that both Mrs Kelley and her daughter had died from asphyxiation.

Lomas at first denied the murders, but later admitted killing them both when confronted with results of a blood test that matched swabs taken from the scene. After confessing, he had attempted suicide.

Coleman Treacy, QC, for the defence, said the murders were not premeditated. "The defendant denies Mrs Kelley made any sexual advances towards him or that there is any history of a sexual relationship. But I realise there is only one single sentence, considering the abhorrent nature of these crimes," he said.

Mr Justice Owen told Lomas, who admitted two charges of murder and one of rape: "The facts of this terrible matter speak for themselves. No words could say more." Lomas was detained at Her Majesty's pleasure on the murder charges and jailed for life for rape.

Video killer: Lomas and the film he had been watching



Victims: Rosemary Kelley and her daughter, Claire

THE SUNDAY TIMES

Hijackers who ran but could not hide

The Egyptair plane took off at 11.15pm. Cairo time. By midnight it was just south of Crete, where the F-14s were waiting in an



ambush. With their lights off and their cockpits dark, the four Tomcats throttled back to follow the Egyptian airliner... Oliver North, on the dramatic mid-air capture of those who hijacked the Achille Lauro, in *The Sunday Times* tomorrow

Rare lambs born dressed as mutton

By KERRY GILL

MOST farmers would be overjoyed to find themselves with an unexpected flock of 43 lambs, but not veterinary surgeon Marshall Watson, a collector of rare breeds, when he saw the wretched offspring.

The lambs, born on his farm near Lanark, were less than perfect. They were, in fact, mongrels and had no better future than being served up on the dining room table. However, Mr Watson's irritation has been partially appeased by £800 compensation for the surprise litter.

Strathclyde region agreed to pay Mr Watson £5,800 compensation for damage caused on his farm while a relief sewer was laid last year. Fencing had to be rebuilt and a road repaired. However, it was the unwanted coupling of his rare sheep breeds that annoyed Mr Watson and embarrassed the council's sewerage department.

Mr Watson's breeds include Soay, Jacob and Hebridean sheep. The council assured him that while the sewer was being laid fencing would be erected to keep the breeds apart. Unfortunately, some Jacob sheep managed to get through the fence separating them and a Soay ram. Nature being what it is, a flock of less than pure stock was the result. Strathclyde agreed to pay Mr Watson about £800 for his sheep's "unexpected progeny" and the loss of sale of pure bred wool.

Tim Anderson, the council's sewerage director, said that Mr Watson had to be reimbursed for loss of grazing.

The problem with the prize sheep was a little extra. "I gather the gentleman had to keep coming home from work to catch his sheep." He said that he had inspected the fencing at Braxfield farm and had been impressed by it.

"But I gather that some of these sheep had small heads and were able to force their way through the fencing during the height of the breeding season. They got mixed up and we got crossbreeds that were of no use to anyone."

Mr Watson, chief veterinary officer for Edinburgh's city council, said most of the money was compensation for damage to a road, fencing and loss of grazing land. "There was some misplacing of sheep but it's all in the past now."

Birds at risk from marinas

By JOHN YOUNG

THE rapid growth in sailing and power boating, and the associated demand for new marinas and moorings, could cause untold damage to wildlife, according to a report published yesterday.

It is likely that the demand for new facilities is expected to increase by about 50 per cent during the next decade, says the report by the Royal Society for the Protection of Birds and the World Wide Fund for Nature.

Pressure on coastal areas is likely to increase as a result of congestion on inland waterways and estuaries, and competition from other water sports.

Over the past 10 years the number of marinas and other deep-water berths has grown substantially on the most popular stretches of coast in southern and eastern England, the report says. The easiest

Marina construction often involves land reclamation and loss of intertidal areas, both of which can affect roosting and feeding waders and waterfowl.

Dr Stan Pulse, marine conservation officer for the RSPB, said: "It is essential that management plans are prepared for key estuaries involving the full participation of recreational and conservation interests."

Philip Rothwell, RSPB conservation officer, called for a national coastal strategy. "Without greater guidance and co-ordination, the future management of our coastline will remain at risk," he said.

A review of marina developments in southern England (Royal Society for the Protection of Birds, The Lodge, Sandy, Bedfordshire SG19 2DL, or WWR-UK, Panda House, Weybridge, Surrey, Godalming, Surrey)

Hatton arrested in land deal investigations

Eleven are held in search of premises

DEREK Hatton, former deputy leader of Liverpool City Council and John Dunn, former deputy leader of North-East Derbyshire District Council, were among 11 people arrested yesterday by detectives investigating land deals and alleged corruption.

The long-running Operation Cheetah enquiry by Merseyside fraud squad spread yesterday to the Derbyshire mining village of Arkwright Town, where a £15 million rebuilding project has been linked by police to corruption enquiries.

Mr Hatton, aged 43, is on unconditional bail over three charges of conspiracy to defraud Liverpool taxpayers, which he denies. He is due to appear before Liverpool magistrates on Tuesday.

Yesterday, 160 police officers from the Liverpool fraud



Police operation: Derek Hatton leaving his home yesterday after his arrest

Moving village is back in the limelight

By ARTHUR LEATHLEY

THE residents of Arkwright Town are becoming increasingly familiar with publicity. Telephone calls to the home of Ged Briddon were answered yesterday with the words: "Are you television, radio or newspapers?"

Among those taken for questioning by police yesterday were Frank Vaudrey, the Liverpool broad-left councillor, Colette D'Arcy, Mr Hatton's former business assistant and former council press officer, and Roy Stewart, a Liverpool businessman.

A locksmith who accompanied police to Mr Hatton's home opened a safe and documents were removed by police. Mr Hatton's lawyer, David Phillips, said allegations of a connection between Mr Hatton and the Arkwright

as their present terraced houses. The offer to build a £15 million new village 200 yards away from the existing one was particularly appealing as their present homes were, as one British Coal official put it, "ready to explode at any moment".

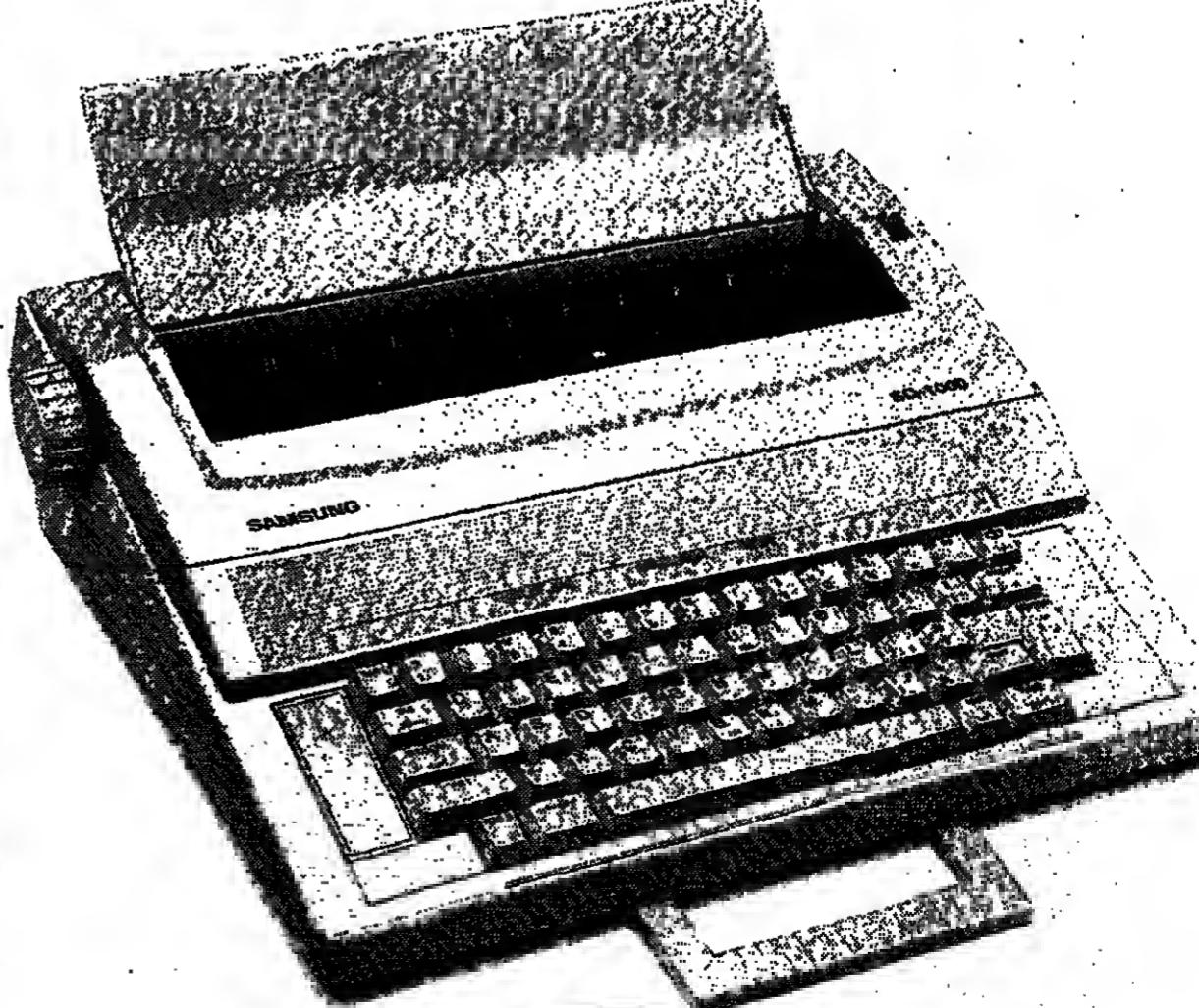
Methane gas leaking into homes from a former colliery has exposed the villagers to what British Coal believes is an unacceptable risk of explosion. Another pertinent fact is that the present village prevents British Coal excavating up to £160 million worth of coal over a 1,000-

Town". The village will contain 20th century versions of the existing public house, the school and fish and chip shop. There was initial opposition to and scepticism at a proposal to re-house the entire community, but villagers now believe that British Coal's offer is too good to miss. Mr Briddon, chairman of Snton and Duckmantown parish council, said: "I think everyone has accepted that we have to move, although some are looking to move away from the area altogether, and not to the new development."

British Coal's plans to reposition Arkwright Town are believed to be among those investigated by police.

The prime concern now for the 500 villagers is that the investigation should not hinder their move to what is being called "Arkwright New

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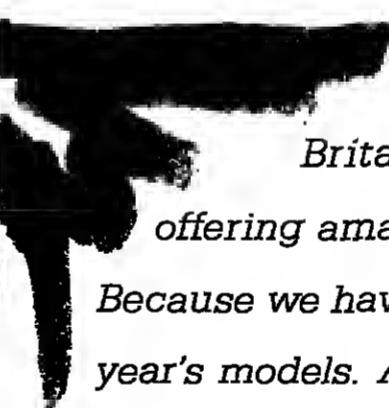


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Britain's Ford Dealers.

NHS cash dispute

Letter to GPs banning referrals is withdrawn

By CRAIG SETON AND NICHOLAS WOOD

THE national health service was at the centre of a new dispute yesterday after a health authority withdrew a letter telling family doctors not to refer their patients for treatment outside its area.

Kettering health district bowed to ministerial pressure as William Waldegrave, the health secretary, again emphasised the government's determination to press ahead with the health reforms in the face of widespread public distrust and intense opposition from its political rivals.

A defiant Mr Waldegrave, whose standing is at a low ebb according to the latest opinion poll, said that there was "a tide of enthusiasm now sweeping through the NHS for the government's health changes and for the idea of NHS trusts".

The health secretary insisted during a visit to Derby that managers, consultants, doctors and nurses recognised that self-governing trust status for hospitals was the "gateway

Secretaries to help in wards

By TIM JONES

THE management of a north London hospital which will next year be granted trust status is asking on-call staff to carry out ward duties to help to cope with financial burdens.

David Folkes, director of personnel at Barnet hospital, said that secretaries and administrative staff had agreed to undertake menial duties to help the hospital to overcome a £300,000 overspend.

Mr Folkes said that services they were to provide would include serving meals and changing beds. "They have all volunteered and none of them will do jobs which require properly trained medical staff. There is no question of pressure or the threat of dismissal for people who refuse."

Tooy Broughton, the hospital manager, said: "There is a lot of work in patient care that can be done by unqualified staff."

Some staff, however, indicated that they were unhappy with the policy. Susan Garrett, manager of a home attached to the hospital, claimed that the move could adversely affect a 24-hour emergency service for assessing mentally ill patients.

Aborigines seek cash for nuclear clean-up

By LOUISE HIDALGO

A DELEGATION of Aborigines arrived in Britain yesterday in the hope of persuading the government to accept liability for a share of the bill to clean up their tribal lands contaminated by nuclear testing in the Fifties.

The four-man team hopes to meet government officials next week to discuss how the Maralinga people, resettled from their land in southern Australia 35 years ago to make way for the testing, have been affected by plutonium contamination. Compensation for the

loss of 120 square kilometres of land worst affected will also be on the agenda.

The defence ministry stressed yesterday that any negotiations on sharing the cost of a clean-up — estimated at £250 million — would be made directly with the Australian government, but said no such request had been received.

Britain maintains it was absolved from further responsibility for contamination on the Maralinga range by agreements with Canberra in 1968 and 1979.

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QUEEN ELIZABETH 2

CUNARD - BRITISH LINE CRUISES



Face to face: Avigdor Arikha and R B Kitaj in conversation beneath two self-portraits at the opening of "Through the Artist's Glass", an exhibition of portraits and self-portraits at Marlborough Graphics in London (Sarah Jane Checkland writes). Both are preoccupied with their Jewish identity. The exhibition includes portraits by and of such artists as Lucian Freud, David Hockney and Francis Bacon.

□ The record for the Victorian artist David Roberts tripled at Christie's yesterday when his "Jerusalem (Looking South)" fetched £418,000 (estimate £150,000), selling to a private British collector.

□ A wooden butcher's shop fetched top price at Christie's sale of dolls' houses from the Camme Bache collection, selling for £9,000 (estimate £4,000 to £6,000). Contemporary British Art, Weekend Times page 14

'Aids herb' doctors struck off

TWO doctors who promoted their "herbs and meditation treatment" for Aids, without qualifications or training, were struck off the medical register yesterday.

Leslie Davis, aged 38, and Roger Chalmers, aged 37, were found guilty of serious professional misconduct by the General Medical Council. Timothy Langdale, for the council, had told the hearing in London that Aids victims "were as vulnerable a group of patients as perhaps it is possible to find".

But barristers representing the doctors said their motivation for providing Maharishi Ayur-Vedic treatment had been concern for the patients, not money. Keiran Coonan, QC, for Dr Davis, of Leighton Buzzard, Bedfordshire, said that the amount of money he had earned while treating Aids patients was "frankly laughable".

Steve Miller, QC, for Dr Chalmers, of Great Shelford, Cambridgeshire, told the committee that Dr Chalmers had abandoned his career in conventional medicine because of his belief in the treatment. "He has made an extraordinary financial and career sacrifice," he said.

Drug may save early babies

By NICK NUTTALL
TECHNOLOGY CORRESPONDENT

A DRUG has been developed which might help to save the lives of thousands of premature babies by mimicking a substance produced in the lungs of healthy people that keeps air passages open and stops lungs from collapsing.

The substance is called human surfactant. Premature babies are often unable to produce it because the ability to do so develops just before birth. Doctors normally put such infants on respirators to keep their lungs open.

Natural surfactant is made from a fatty substance called phospholipids and from four proteins. Existing commercial surfactant drugs do not contain the proteins.

The new drug, developed by a team at the Scripps Research Institute in La Jolla, California, and reported in the journal *Science*, could be more effective and carry less risk of side effects because it contains an artificial version of one of the human proteins.

The team, led by Charles Cochrane, has tested the drug successfully on rabbits and hopes to begin tests next year on premature babies.

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**YOU'RE
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BARCLAYS**

Council chief retires early after report on pindown

By CRAIG SETON

A DEPUTY director of social services for Staffordshire denied yesterday that he had been dismissed after the county council said it was terminating his employment in the wake of the enquiry into the pindown regime used for controlling children in care homes.

John Sturr was one of 12 social services officials given special paid leave from the council when a report in May by Allan Levy, QC, severely criticised the authority for the use of the pindown method in four children's homes, under which more than 130 children were subjected to a regime of "isolation, confrontation and humiliation" over six years.

Staffordshire county com-

Town halls 'must take lead in child care'

By LOUISE HIDALGO

LOCAL authority funding should be overhauled and councils should take the lead in developing a national childcare policy, if conditions in children's residential homes were to be improved, a government report said yesterday.

Its author, Sir William Utting, the former chief inspector of social services and the head of a government enquiry into residential childcare following the pindown scandal, said training staff should be a priority to rehabilitate the profession and the level of care given. He said general guidelines to staff and heads of homes were "of no use", and new government regulations obliging homes to detail the care they provided did not go far enough.

Sir William, who was addressing a conference in London organised by the charity National Children's Home, said he hoped that the main recommendations in his report would be implemented within the next 12 months.

He told the conference: "A national overview is needed, at local authorities must be the main movers in developing that policy." He said residential care had been underfunded, and admitted that at £337 a week to keep one child in care, it was an expensive service. The solution was better management of resources and more funds. "Resources must come from the centre to fund a national strategy and support legislation coming through," he said, referring to the Childrens Act which came into effect earlier this month.

New name takes fun out of Fumpo

By DOUGLAS BROOM, LOCAL GOVERNMENT CORRESPONDENT

ONE of the last vestiges of humour in the dull corridors of Britain's town halls was laid to rest yesterday when Fumpo finally rolled over and died.

The Federated Union of Managerial and Professional Officers, which represents local authority chief officers, has long felt its initials to be a handicap in the world of public relations. With the government now drawing up plans to contract out the jobs of many of its 13,000 members, Fumpo decided to make a fresh start.

At a press conference in London yesterday, Fumpo became MPO, swapping as one wag said, a title that sounded like an animated rabbit for one that recalled a central African river.

Nothing daunted, the general secretary, David Davies, said: "Most of our members are prevented from speaking out because they are in politically restricted posts. The government is about to force councils to privatise their white-collar jobs and we must be in a position to speak up for those who have no voice."

Even as the wine corks popped, some people remained sceptical about the power of the acronym. Peter Smith, general secretary of the Assistant Masters and Mistresses Association



Secret past: three members of the Bletchley Archaeological and Historical Society inspect the huts where Britain's greatest cryptographers cracked German and Japanese codes during the second world war.

The group is working with surviving code-breakers who have written

to the prime minister calling for a preservation order to be placed on the site at Milton Keynes, Buckinghamshire, after the demolition of one building (Sheila Gunn writes). They want a museum of cryptology and computer science to be set up. The former code-breakers, who have

formed the Friends of Bletchley Park, are still bound by the Official Secrets Act. However, under the auspices of the historical society, they are calling for the remaining buildings to be saved.

They point out that 50 years ago they wrote to Winston Churchill

who then ordered that all their needs for deciphering the signals of the German and Japanese high commands should be met. "Much of the work was – and still is – secret, so knowledge of the historic importance of Bletchley Park is perhaps not widely known," they say.

HOME NEWS 7

Man killed pit bull with knife

A man killed his American pit bull terrier with a sheath knife after it attacked his baby daughter, magistrates in Otley, West Yorkshire, were told yesterday.

Alec Moule, aged 26, of Guiseley, near Leeds, said he killed the dog in July after it dragged his seven-week-old daughter off a sofa and scratched her face.

He admitted cruelty. Sentence was adjourned pending social enquiry reports.

Clampers sued

Maureen Cooper, of Luton, is suing a security firm for trespass after it wheelclamped her car at night in a deserted car park. She says she had permission to use the car park.

Seals saved

Ten grey seal pups washed ashore in Shetland have been taken to an animal treatment centre in a horse ambulance

Hair brush-off

Boys at a comprehensive school in Maldon, Essex, will be allowed to wear long hair and an earring, as female pupils do, after they claimed that a ban by staff breached the Sex Discrimination Act.

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Israelis struggle to put price on Golan Heights barter with Syria



THE well-preserved crusader battlements of Subeibe castle on the approach to the Golan Heights stand as a graceful reminder of the strategic importance attached throughout history to this commanding plateau which straddles Syria and Israel.

Like their medieval predecessors in the Knights of the Hospital, Israeli forces manning sophisticated hilltop observation posts and defensive positions are in little doubt of the value of the high ground which dominates Israeli population centres across the Sea of Galilee and which lies only 50 miles from the Syrian capital.

"We will never give back the Golan Heights if there is even the slightest chance that our security will be affected," said Zalman Gaster, chairman

of Israel is contemplating the costs of compromise over the strategic plateau disputed with the long-time enemy in Damascus, Richard Beeston writes

of the Upper Galilee regional council, who, like other kibbutz farmers in the area, recalls with dread the period before 1967 when Syrian artillery positions in the Golan bombarded Israeli communities regularly. "We can never go back to that situation. It made it impossible for anyone to live in this area."

His views are shared by the vast majority of the Israeli public, who approved the virtual annexation into the Jewish state of the Golan Heights a decade ago but who none the less have begun to

question the conventional wisdom since the Gulf war and in the run-up to next week's first peace talks with Syria. The entire strategy of holding onto the Golan came under scrutiny in January, when prominent figures in the military and political hierarchy concluded that control of high ground was of limited use in the age of long-range missiles, non-conventional arms and high-tech weaponry.

At a recent conference on the subject, the former commanding officer of Israel's northern command, Major

General Avigdor "Yanosh" Ben-Gal, offered a daring vision of Israel's future security which involved the withdrawal of Israeli forces from the Golan over five years and the eventual establishment of the area as a demilitarized zone. In addition, both Israel and Syria would reduce the size of their standing armies and the Jewish state would invest in sophisticated satellite and other electronic intelligence systems.

The view came under fierce attack from his successor at northern command, Major General Yossi Peled, who argued that the age of the large-scale land battle was over. "A Syrian attack with 400 missiles, killing 2,500 Israelis, will not cause Israel's collapse but 1,000 Syrian tanks rolling down the Golan into the Jordan valley will," he said.

Although the fear of another battle for the heights makes most Israelis sympathetic to his line of thinking, an agreement with Syria over the disputed territory would eliminate Israel's last remaining military threat in the region and lead almost certainly to a comprehensive peace settlement with all the Arab states, who will be looking to Damascus for leadership at the Madrid conference table.

The point was made earlier this year by Arye Deri, the Israeli interior minister, whose Shas religious party is a junior member of the coalition government. "The question of who has sovereignty over the area or whose flag flies there — those are matters which will be



settled in negotiations," he said. "But as soon as they accept our two conditions, that no Syrian soldiers are present and that the Jewish settlements are not removed, then you can hardly call it Syrian sovereignty."

The very concept of peace with Syria is still hard for most Israeli politicians and soldiers to swallow, particularly since President Assad is regarded as Israel's most implacable foe.

Although he has agreed to face-to-face talks with Israel, Mr Assad's motivation is still suspected and he has failed to persuade the Jewish state that he can be trusted in the way it trusted the late President Sadat of Egypt, who won the confidence of Israel and was eventually given back the Sinai desert in exchange for

peace. While mutual Israeli-Syrian suspicions will certainly persist beyond the opening bilateral talks in Madrid next weekend, both countries are aware that it is only a matter of time before the Jewish state once again finds itself at war with its neighbours — unless a suitable compromise is found.

Jerusalem polls back conference

From RICHARD BEESTON IN JERUSALEM

ISRAELIS and Palestinians approve overwhelmingly of next week's Middle East peace conference despite doubts about its chances of success, according to opinion polls released yesterday.

In one poll published in the Hebrew daily, *Yediot Achronot*, 91 per cent of Israelis said they favoured the talks. Only 7 per cent were against. However, 57 per cent did not believe the conference would produce significant results.

A poll conducted among the 1.8 million Palestinians living under Israeli occupation suggested that 80 per cent expect some positive results in Madrid. But the poll, conducted

by the Arab Research Centre, an organisation owned by Faisal Husseini, the Palestinian delegation leader, also found that almost half of those questioned believed America was not serious about peace in the region.

Yitzhak Shamir, the Israeli prime minister, can certainly draw some comfort from the polls when he sits down in Madrid on Wednesday to face his country's decades-old enemies. But the polls also showed that the Israeli public is far more conciliatory towards the Palestinians than the Israeli leader or the majority of his negotiators.

Asked how far Israel should

go in an effort to resolve the Palestinian issue, 26 per cent favoured the return of most of the occupied territories, 19 per cent favoured autonomy for Palestinians, and 16 per cent the formation of a Palestinian state. Only 12 per cent said they did not approve of any territorial compromise.

Mr Shamir, who announced



Family farewell: Faisal Husseini, the leader of the Palestinian delegation at the Middle East peace talks next week, saying goodbye yesterday to his daughter, right, and his wife in Jerusalem

Turks renew attacks on Iraqi Kurd bases

From ANDREW FINKEL IN ISTANBUL

TURKISH aircraft and troops attacked Kurd bases in northern Iraq yesterday for the third time in three months. The attacks were in retaliation for raids by Kurdish separatist guerrillas on police posts in villages on the Turkish side of the border.

General Dogan Gures, Turkey's chief of staff, told the Anatolian News Agency: "We are striking targets on the border and a few miles inside Iraq." Earlier he met senior Turkish military commanders in the area of operations.

It has emerged that, as well as reportedly killing five soldiers in an ambush on Wednesday, activists of the Kurdish Workers' party launched a mortar and rocket assault on three border posts, including one where they earlier this month killed 11 soldiers. That attack prompted

the second Turkish incursion into Iraq since Western troops withdrew from the Kurds' "safe haven" in northern Iraq.

Yesterday, however, a spokesman for the Patriotic Union of Kurdistan, one of the parties of the (Iraqi) Kurdish Front, was bitter in his criticism of the Kurdish Workers' party. Serchil Kazaz, a spokesman in Ankara, complained that separatist Turkish Kurds were taking advantage of the weakness of their northern Iraqi brethren. "They act and we pay the price." Mr Kazaz made it clear that the Kurdistan Front was determined not to allow parties outside the front to operate in the area although it would be for the leadership to decide whether to take action against the Kurdish Workers' party.

Peace steps lead Madrid a merry dance

Madrid — Organising an international peace conference at the drop of a hat is very complicated, said Felipe Gonzalez, the Spanish prime minister, with some understatement (Harry Belloc writes).

After the announcement that Madrid would be the venue for the Middle East peace talks starting on Wednesday, the Spanish administration had just 12 days to produce the physical,

technical and security elements needed by up to a dozen high-level diplomatic missions.

The announcement left the prime minister's office so short of help that, it said, Rosa Conde, the government's spokesman, spent part of her weekend snatching adaptors from offices in her department and buying them up in the shops so that journalists and diplomats can connect their "foreign" portable computers, typewriters, recorders and so on to Spanish wall sockets.

"Spain is going to furnish

just what they asked us for," said Jorge Díez, the director-general for African and Middle East policy. "The Americans will provide the music, the participants will do the dancing, and we've been called upon to provide the ballroom."

Among the chief problems

faced by the planners are the

Arafat to discuss ceasefire

Tunis — Yassir Arafat, the chairman of the Palestine Liberation Organisation, has said that he is prepared to discuss a ceasefire with Israel to help moves towards peace in the Middle East. But he said Israel would have to talk to him first.

"We are ready to examine positively any official offer [from Israel] with a view to mutual arrangements between the two parties in order to facilitate a peaceful outcome," Mr Arafat told a press conference in Tunis. He was responding to a question from Yuzi Mahnaimi of the Israeli newspaper, *Yediot Achronot*, who asked whether the PLO would consider goodwill gestures such as a ceasefire to help the peace process. The PLO is barred from the talks.

Mr Arafat left open the question of whether any ceasefire would include a halt to the intifada in the occupied territories. "The cause of the intifada is the occupation," he said. (Reuters)

Cash for PLO

Tunis — Saudi Arabia has sent the Palestine Liberation Organisation a cheque for nearly £1.75 million collected from private donors. Abu Ala, the director of the PLO's economic and financial department, said the gift came from the Saudi committee for the support of Palestinian combatants. (Reuters)

Oil fires capped

Kuwait — Firefighters say they have capped all but 34 of the 732 oil wells set alight or damaged by retreating Iraqi troops in February. The international teams fighting the fires expect the remaining wells to be capped within two weeks. The last well will be capped by Kuwaitis. (Reuters)

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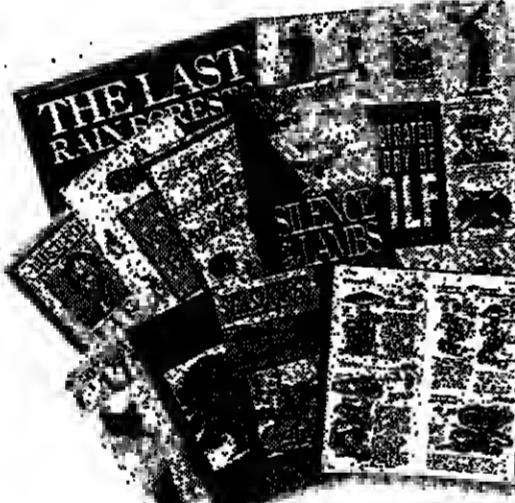
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Shells rain down on beleaguered Adriatic city as Yugoslav enemies negotiate in The Hague



Under pressure: Stipe Mesic, the federal president of Yugoslavia, in pensive mood before the Yugoslav peace conference in The Hague yesterday

Croat troops tell of terror among Dubrovnik civilians

SHELLING continued around the besieged Adriatic port of Dubrovnik yesterday as Croat soldiers revealed that the city was poorly defended and that its population now lived in terror of repression and even a sacking of the town by Yugoslav troops.

The soldiers, just back from fighting in Dubrovnik, say the lack of weapons, trained men and any co-ordinated defence strategy may now mean it is too late to prevent capture of the "Pearl of the Adriatic" by the Montenegrin unit of the Yugoslav army, which has been steadily tightening its grip around the town for more than three weeks.

"It's chaos in there," said Robert, aged 23, who left the area on Monday. "Apart from ordinary guns we have been trying to defend the whole region with two 40-year-old 120mm artillery pieces and one heavy machinegun."

He was one of four Croat national guardsmen who have come to Zagreb to bury Davor, aged 23, the fifth man in their team who was killed by a tank shell last Sunday. The five of them operated as a special "red beret" unit hunting snipers inside Dubrovnik. The survivors all asked that their surnames not be used.

They said more men and weapons had been smuggled in since Sunday but, accord-

Civilians were left defenceless and in a state of panic as police were the first to flee from the assault by federal forces, Tim Judah writes

ing to Davor, the dead man's brother: "The army are practically there, it is very, very late now."

Robert said the reason the army had not already taken Dubrovnik, besieged since October 1, was that it did not know how many defenders there were. The four said morale among the defenders was low and that police had caused panic among the civilian population by being

joined the Croatian national guard as a team of five lifelong friends. "Just before the siege began, we decided to go to Dubrovnik," Tomica, aged 23, said. "We rang the town and they said we should come. Our officers here in Zagreb said we could go but refused to let us take the guns they had issued us. We had some of our own but we also went to Austria to buy more. The Austrians are very greedy and although they are not supposed to sell to us we had enough money and bought some in a gunshop in Graz. We then smuggled them back into Croatia by night."

The group said they had operated virtually autonomously. Most of the defence of the Dubrovnik area was conducted by similar small groups. "Most of the officers are absolutely incapable," Tomica said. "Most of them are just small-time politicians."

The four said that, except around Vukovar and Osijek in Eastern Croatia, most of the republic's defence was completely haphazard. They also believe the official Croatian death toll in the war — more than 1,200 — is less

than a tenth of the true figure.

The four attribute the disaster of Dubrovnik to several factors, including the arrogance of the population. "They believed nobody would dare attack Dubrovnik and that Europe would not allow it," Tomica said. The four also suspect that Franjo Tudjman, the Croatian president, has done little to help for cynical political reasons. "He thinks that the worse it is for Dubrovnik, the better it is to score political points," Tomica added.

Troops reach city, page 1
Croatian crucifixion, page 12



Tudjman: accused of cynically doing nothing

Threat of unrest grows in run-up to Polish elections

From ROGER BOYES IN WARSAW

TENSIONS ran high just before Poland's first completely free elections as hundreds of angry miners, factory workers and pensioners yesterday marched on the Polish parliament building.

Politicians talked of a "buchenwald scenario" — in which miners are apparently used to destabilise the country. President Walesa warned that the communists were trying to stir up social unrest to stay in the political game. Under a power-sharing deal, the former communist party had a big slice of the seats in parliament but is expected to



Walesa: speaking out against communists

lose this after Sunday's elections. Mr Walesa said: "The deadly battle with the old system, the *nomenklatura* and the rods, to determine the future shape of Poland is still raging on." Speaking on Polish television, he added: "The people should understand that the values of the left do not match the Polish spirit."

There have been street protests throughout the week on Thursday, farmers rallied on the fence of the presidential palace to press for concessions. But the miners' demonstration — 25 buses of miners were

Diary, page 16

Ukraine shuns union

From ROBERT SEELY
IN KIEV
AND MARY DEJEVSKY
IN MOSCOW

THE Ukraine yesterday formally refused to take part in union-wide political structures, ending any hope that President Gorbachev may have had of transforming the former Soviet Union into a confederation of states.

The former communists — now called Social Democrats — denied that they were behind the protests. Nervous police cordons surrounded the parliament to stop the miners, who later dispersed peacefully. The miners say their grievance is a bill on pensions which would scale down some higher pensions and only fractionally increase the pensions of the poor.

The protests will also affect the outcome of the election. It seems likely that the party of Jan Krzysztof Bielecki, the prime minister — the Liberal Democratic Congress, which is committed to radical free market reforms — will suffer and the parties that emphasise social welfare will benefit. That is why Mr Walesa has been speaking out against the former communists.

Opinion polls suggest the strongest party will be the Democratic Union, led by Tadeusz Mazowiecki, the former prime minister, but it will need to form a coalition. A leading member of the party, Jacek Kuron, urged yesterday that the president form a transitional government of experts which would guarantee a measure of social stability while a coalition and a programme of encouragement for private property.

In Moscow, authorities yesterday ordered police to strengthen security at two of the city's main railway stations and two domestic airports to prevent any outbreak of civil unrest. The action was taken in the light of a situation where, as one deputy told the Russian parliament, "there are enough matches to this city to cause a conflagration".

The immediate cause of the alert was a demonstration earlier in the day which blocked traffic around the Russian parliament and the headquarters of Moscow city council and shut off one of the main bridges across the Moskva river, causing havoc during the morning rush-hour. The blockade was mounted by taxi drivers protesting about the murder of a colleague and calling for action to halt the decline in law and order.

According to the drivers, 30 taxi drivers have been killed in the past three months by passengers who either refuse to pay their fare or try to rob the driver of his takings.

From PAUL BOMPARD
IN ROME

THE Italian government yesterday launched what has become known as "the FBI-Italian-style" in the latest desperate attempt to combat the apparently invincible expansion of the Mafia.

This new elite corps of crime-fighters will attack a network of criminal organisations which over the past two decades has graduated from drug trafficking and protection rackets to finance, big business and, all too often, politics. They have spread from Sicily and the deep south

EC poised to sign treaty on mutual recognition of visas

By MICHAEL BINTON, DIPLOMATIC EDITOR, AND GEORGE BROCK IN BRUSSELS

BRITAIN and its European Community partners are about to sign a treaty providing for the mutual recognition of tourist visas in all 12 EC member countries.

The treaty would make it much easier for visitors from Eastern Europe, the Middle East and the Third World to move around Europe. A Jordanian or Russian with a visa for Portugal for example, would be able to travel to London and stay for up to three months without a British visa.

The treaty has been ready to sign since June, but has been held up by Spanish objections over the inclusion of Gibraltar. Initially, Britain was suspicious that the agreement would be a first step towards abolishing all internal frontiers within the community, a move envisaged as part of the 1992 single market.

As a compromise, the treaty does not mention frontier

controls. Someone arriving in Dover with a Dutch visa would still be subject to immigration checks and possible questioning. Britain believes that without this right terrorists and drug-smugglers would find it easier to enter the country.

The treaty envisages some harmonisation of the list of countries whose citizens need visas for all EC members. At present there is a core of around 60, including China, the Soviet Union and most of the Middle East. Other countries such as Poland need visas for Britain but not for Schengen members. France has the biggest visa list; Britain is midway between the most liberal and the most restrictive nations.

The treaty has been negotiated by the 12 governments without reference to the European Commission. Next week John Major is likely to cite it during difficult talks on immigration in Bonn with Helmut Kohl, the German chancellor. Herr Kohl is pressing for immigration and asylum policies to be made community responsibilities and included in the treaty on political union. Britain opposes any such step, insisting these areas must be left to individual governments.

Germany, however, has taken a tough stand recently, and immigration now looks like being one of the most intractable issues at the Maastricht summit. Bonn has been overwhelmed by asylum-seekers, provoking riots and leading Herr Kohl's government to propose changing the constitution to make it harder for bogus refugees to stay.

Given the opposition of the Social Democrats, Chancellor Kohl appears to be hoping that a common EC policy will be more restrictive enabling his government to overrule the constitution.

Honecker handover rumoured

By MARY DEJEVSKY

SPECULATION mounted yesterday that Moscow might be on the verge of handing over Erich Honecker, the former East German leader, to the German authorities by a decision of the Russian Federation leadership. The German foreign minister, Hans Dietrich Genscher, arrived in Moscow unexpectedly yesterday evening and his first scheduled meeting was with Andrei Kozyrev, Russia's foreign minister.

Boris Yeltsin, the Russian president, said recently that he regarded German's request for Herr Honecker's return as justified and yesterday the Russian Federation's justice minister told the republic's parliament that only the courts should decide the former leader's fate, not political considerations. He said that Herr Honecker had been removed from Germany by "wiles and deception".

SS chief 'shot Jews by dozen'

By MARY DEJEVSKY

BONN — A former SS commander of a ghetto in Poland shot groups of Jews and also trained his guard dog to savage people, the court in Stuttgart heard yesterday on the 26th day of the trial of Josef Schwammberger for war crimes (Ian Murray writes).

Siegfried Kellermann, who said he was Herr Schwammberger's driver at Przemysl ghetto, said he saw the defendant use his pistol to kill groups of up to 12 Jews. "Zack, zack, zack, zack, he shot people into a mass grave. Sometimes there were eight, sometimes three, sometimes 12." Herr Kellermann said he watched as the dog was ordered to tear people apart, including an 18-year-old girl.

Riot in Athens

ATHENS — Twenty people were injured, the city polytechnic was set on fire and shops were looted in clashes between police and students demanding more spending on education. Witnesses said riot police fired tear gas at protesters who threw petrol bombs. Forty-nine people were arrested. (Reuter)

Crossing closes

MOSCOW — Brest, the Soviet Union's busiest western border post, will close next Friday until it finds a way to cope with the tens of thousands of tourists daily trying to cross into Poland, Tass reported. The chief sanitary officer of the Belorussian city has called the border area an "epidemiological time-bomb". (AP)

Greek ruling

ATHENS — The Greek Supreme Court agreed to an Italian request to extradite Abdurrahim Khaled, the Palestinian accused of masterminding the 1985 hijacking of the Achille Lauro cruise ship. Italy sentenced Khaled in his absence in 1987. A passenger in a wheelchair, Leon Klinghoffer, died in the hijack. (Reuter)

Counted out

ROME — The city authorities have imposed a one-day ban on cars with even-numbered registration plates to cut down pollution levels. The ban will be extended to odd-numbered cars if there is no improvement. Naples already operates a similar system when pollution levels are high. (Reuter)

Outtake: the old Orlando city hall in Florida enveloped in flames just before collapsing and blowing out tons of debris. The fire, for the benefit of film crews working on *Lethal Weapon 3*, was also an unconventional demolition method

Italy pits super-police against might of Mafia

in the big cities of central and northern Italy.

Yet even as the cabinet was putting the finishing touches to the FBI-style force, the chamber of deputies was shaken by the discovery that an MP had used the bank inside the parliament building to cash a number of large cheques signed by a convicted Mafia chieftain.

The foundation of this new anti-Mafia force of "untouchables" comes at a time when it seems that all efforts to beat organised crime are destined to fail. In the past, the Mafia (or the 'Ndrangheta or the Camorra, respectively based

in Calabria and Naples), has assassinated most of the police chiefs and magistrates who posed a serious threat. It has also publicly gunned down private citizens who dared to refuse to pay protection or to make a public stand against the Mafia.

Recently, tight links between organised crime and politics have come to light, and three magistrates in Palermo are under investigation for granting house arrests to Mafia chiefs already convicted of murder, drug trafficking and corruption.

In the past year, Mafia-related crimes have jumped by

73 per cent, and there is a growing fear that law, order and honesty are doomed to lose a war against crime, violence, and corruption. Even Milan, which used to look down with contempt on the crime-ridden south, was recently rocked by a scandal in the city administration involving bribery and corruption for planning permission for property development, financed with money of dubious provenance.

The "FBI" project, brainchild of Vincenzo Scotti, the interior minister, involves the use of selected officers from the state police, the paramili-

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INTERNATIONAL LEAGUE

Intolerance in church

Daniel Johnson on the perils of hunting racists

Wander into almost any London church service this Sunday — Anglican, Roman Catholic or Nonconformist — and you will be struck by the ethnic variety of the congregation. Anybody aware of this diversity will be puzzled by the report of the Committee on Black Anglican Concerns, *Seeds of Hope*, published this week. Subtitled "Survey on Instruments for Combating Racism in the Dioceses of the Church of England" it accuses the church of having utterly failed its black members.

The authors conducted an enquiry into the "structures" and "strategies" of each diocese devoted to raising awareness of Anglican racism. In part, *Seeds of Hope* is about jobs and power: the main criterion of success in the pursuit of "racial justice" is the number of paid staff employed, commissions and committees established, of racism-awareness training for clergy, resource centres and educational initiatives. Anti-racism as a vehicle for bureaucratic empire-building is familiar in local government. It only becomes a sinister rather than merely a wasteful ideology when it is inspired by a puritan zeal which brooks no opposition.

This pamphlet documents the spread of just such a species of secularised puritanism. It means in times of contempt the mild bemusement of some, mainly rural, dioceses in the face of questionnaires about their initiatives. "The problem for us simply doesn't exist," one diocese replied. Instead of treating this as a valid response, the committee's researchers accuse the clergy in question of "misunderstanding" the issue. Those who doubt whether this "cancerous potential" is ubiquitous in the church are reclassified as part of the problem. The same goes for anyone who spoke against racial quotas in the composition of the General Synod when it was debated in 1989.

The chairman of the Committee on Black Anglican Concerns is the Bishop of Croydon, Wilfred Wood. His foreword to the report quotes approvingly a book by Peter Fryer, *Staying Power*, which accuses the Anglican church of having sanctioned the slave trade and refers to the riots of 1981 as an "uprising". Bishop Wood goes on to blame racism for the fact that many black Anglicans have left the church and concludes that "eradication of racism... is not some optional liberal gesture towards black people, because racism cannot co-exist with the Holy Spirit either in the human heart or in the Body of Christ."

A moral imperative is thus postulated by the bishop, according to which his own church has failed throughout its history. He makes active participation in his campaign for racial justice a prerequisite of Christian life and salvation.

Seb an indictment is likely to be alien to most ordinary black Anglicans, who love their church and its traditions. Those who have left may have been drawn to the more charismatic pentecostal movement, or to the Catholic church. Others may no longer attend any church, and their reasons are likely to be the same as those of any other young people. The promotion of ecclesiastical anti-racism, though it may assuage the guilty consciences of some white clergy, will not bring back lost black parishioners to the Anglican fold; it may drive some away.

As a Roman Catholic, I can feel detached from the spectacle of the Church of England's discomfiture, whether over race, sex or liturgy. But as an Englishman, I regret the dissipation of part of our common religious heritage.

John Henry Newman, the greatest theologian to whom both churches have some claim, anticipated this Anglican malaise in his Oxford sermons of the early 1830s. He preached that "circumstances are but the subject-matter, and not the rule of our conduct, nor in any true sense the cause of it." Of the "persons of narrow views" of his day, he wrote: "They become alarmists, and they forget that the issue of all things, and the success of their own cause (if it be what they think it) is sealed and secured by Divine promise..."

What seems to this outsider to be happening is a substitution of specific programmes of action, based on a historically and ethically questionable analysis, for the universal Christian principles which even the Reformation could not permanently excise from the Anglican canon.



...and moreover
PHILIP HOWARD

Nepotism is the English vice, cronyism the American. It is not surprising that a country with a hereditary monarchy and an upper chamber of the legislature composed largely of hereditary members should believe in looking after its own kith and kin first. When Lord Hansom goes on a sabre-toothed prowl, he looks for companies where lots of men with the same name, and the family features, sit round the boardroom table. From Pitt to Salisburys to Macmillans to Hounds, British politics is full of dynasties. Our still current though slightly whisky phrase "Bob's your uncle" commemo rates A.J. Balfour's promotion by his uncle Robert (Lord Salisbury), the Tory prime minister, to the post of Chief Secretary for Ireland in 1887. We laugh at nepotism, and are a bit ashamed of it. When the boy Mark showed signs of trading upon Mrs Thatcher's position as prime minister, he was shipped off to the United States without his feet touching the ground.

In America, a far less nepotistic society than England, presidents tend to be embarrassed by their rascallish relations rather than give them jobs. Lyndon Johnson had to hush up the pranks of his brother, Sam Houston, and Jimmy Carter was not helped by his boozey brother Billy. But even Jimmy Carter was not daft enough to do a Jimmy's your brother, and make Billy Attorney General. John F. Kennedy did make his brother

Attorney General, and I suppose he is the exception to American egalitarianism and anti-nepotism.

He knew there was going to be a stink about the appointment, and told his crony, Ben Bradlee: "I think I'll open the front door of the Georgetown house some morning about 2am, look up and down the street, and, if there's no one there, I'll swear, 'It's Bobby'." When the appointment was made, there was the predictable outcry from critics that was odd to put a man who had never tried a case in court at the head of the Justice Department. Kennedy replied, with nutracious cheek: "I can't see that it's wrong to give him a little legal experience before he goes out to practice law."

But in general, Americans go in for preferring cronies rather than brothers. They have a college fraternity, boys' locker-room network, through Old Harrovian tie and Freemason's apron, we suffer from it too.

In general, Americans disapprove of the practice of promoting one's own family. Thomas Jefferson, in a letter to Dr Horatio Turpin in 1807: "The field of public office will not be perverted by me into a family property." Walter Lipmann said: "Cronyism is the curse of journalism. After many years I have reached the firm conclusion that it is impossible for any objective newspaperman to be a friend of a president." By Bernard Ingham and Joe Haynes, the truth applies over here too. I gather that the same

system applies in Japan, and no doubt all over the world.

But it is truth universally acknowledged that the English are the masters of nepotism. The name looks Latin. *Nepos* means a grandson, or — less importantly — a grand-daughter. Then it came to mean any old descendant. It was also a Roman family name, for example, Cornelius Nepos, the biographer who was Cicero's familiar chum. The Romans went in for looking after their families — why else do you suppose Augustus and his family became emperors? — but they did not have a name for nepotism.

We invented the word for the family from the old Spanish province of Valencia. When Rodrigo Borgia (1431-1501) was

remarkably elevated to become Pope Alexander VI, he guarded his back by appointing his family to all the positions of power around him. His son Cesare was installed as an archbishop when only 16, and his young nephew Giovanni got a cardinal's hat.

The Roman Catholic church gets up to rum things and corrupt practices all the time, but the frequent Borgias at the trough created such a scandal that we invented the happy term nepotism for what was going on. The word entered all the languages of Europe, and was extended from politics to business, and any other field where such family favouritism and Bob's-your-uncleing goes on. It may not be much, but it is one field at least in which Britain still leads the world.

and, in a blaze of publicity, Covent Garden's *Les Huguenots*. The official reason for the postponement of Miller's play is problems with a highly complex set.

The RSC's preview was cancelled no Thursday night due to "technicals" — namely that it took an hour to change Tobias Hause's set between the first and second acts. The RSC had another attempt at a preview last night, and both Miller's play and Caesar are expected to have for

mal openings within a week.

The London embassy is not unsympathetic. Janusz Dluzynski, the press attaché, says: "We have been trying to persuade Warsaw to find a solution."

Mrs Slawoj-Skladowska can comfort herself that her husband's name will not be forgotten. Although history now records only modest achievements in office, Poles remember him fondly as the man who introduced public lavatories in Warsaw. They still refer to making a visit in the *Slawojka*.

"The embassy tells me I am not Polish," she says. Yet only last year the Polish government exhumed her husband's body in London and ceremoniously reburied it in Poland. To show her appreciation Mrs Slawoj-Skladowska made a large donation to a Polish charity. "When I did that they accepted me as Polish. I think the officials are still soaked in years of communist ideology."

Mrs Slawoj-Skladowska has dual citizenship, but has only a British passport. "I offered to

show the embassy my card from the wartime Polish army, but they

wouldn't accept that. To think

that I am being treated like this when my brother, Tadeusz Dolega-Moslowicz, the famous Polish writer, died fighting the Germans in 1939," she says in obvious distress.

ARE theatrical first nights blighted? No fewer than three openings have been cancelled in London in the last week: the RSC's *Julius Caesar*, Arthur Miller's new play, *The Ride Down Mount Morgan*,

neighbours are words. And words are of no help against the Serbian bombs. Words will not get water to the hospitals. Words do not help me to understand why, when I jumped into the sea at six o'clock in the morning with a bar of soap, I found corpses floating in the bay.

The resources of the former federal army (which was equipped in the bad old days to resist a possible attack from the Soviet Union) are all now directed against Croatia. The Croats have hunting rifles and crossbows.

Dubrovnik has no military or strategic importance. It is a great and glorious city, which is now being crucified. For what reason? And what is Europe, doing? What is Britain doing? These are the questions the refugees on the *Slavija* asked me. And I had no answer.

The author is a tutor in philosophy and fellow of St Hilda's College, Oxford, and chairs the executive committee of the Dubrovnik Inter-University Centre.

Kathleen Wilkes, just returned from Dubrovnik, describes the Serbian destruction of this glorious city

A Croatian crucifixion

property, though when I was in Dubrovnik the naval bombardment killed very few people directly. It did kill a great Serbian poet, Mila Milisic. (And immediately Belgrade broadcasters put out the lie that he was killed by "Ustashi" — Croatian fascists. His immensely brave wife Jelena, who is also a Serb, begged me to use Dubrovnik's one remaining satellite phone to inform his sons, who live in Britain, of the truth of his death.) The naval bombardment was also responsible for deaths in the shelters — from heart attacks.

I had an easy time. The hard thing was to do nothing but for me there were things to do. I became unofficial temporary English-language secretary to the mayor of Dubrovnik. He is Pero Poljanic: a good man, and I think a great man. We had one

satellite telephone, our sole link to anywhere outside Dubrovnik. When he had the time — and of course he was working night and day on matters with higher priority — we wrote letters.

First we wrote to "friends of Dubrovnik", then to editors of newspapers around the world, then to heads of state. Perhaps we were splitting into the wind, but at least we had the impression that we were doing something that might have results. I could at least pretend to be useful, by telephoning the BBC World Service, or Lord Carrington or Michael Foot (a great friend of Dubrovnik), or by writing letters to friends and to newspapers.

There was a tragicomic side to my experiences. There is an agreement signed by both sides to allow one refugee boat the

ferry *Slavija*, to break the blockade. Even so, the navy — now the Serbian navy — repeatedly stopped and boarded it as it was carrying out of Dubrovnik mothers with small babies, pregnant women, people in wheelchairs and no crutches and EC observers.

But the Serbs are not terribly good sailors. On one occasion, as we were leaving Split, they tried to board again. The gunship went round and round the ferry. Then it went around it backwards. Maybe this was meant to impress us, but instead it managed only to soak the sailors on board.

The gunship then managed to come close enough for one man to get onto the gangplank, but he wasn't happy to be alone, and so his boat went around and around — backwards more than forwards — and eventually

landed two more people by crashing into the *Slavija* so hard that both craft were damaged. So were the passengers.

After making a thorough

sunrise of themselves, the Serbs

wanted to leave. But their boat

couldn't manage the manoeuvre. It tried going forwards; then it tried going sideways. Then it backed off and contemplated the matter, and then came back again, and failed again. I still do not know what those three stranded

boarders did. Probably the *Slavija* had three reluctant and unwilling refugees as passengers all the way to Rijeka.

Dubrovnik has welcomed

thousands upon thousands of

European tourists over the

years, but I can assure readers of

The Times that Europeans are

not very welcome there now.

For all it gets from its

visitors is a most reconciling solution. Shakespeare worked out the plots, Oxford filled out the characters, and Bacon suggested revisions.

Garry O'Connor is not to be numbered among such eccentrics; yet he, too, has his moments.

He believes the discredited suggestion that the young Shakespeare was farmed out to wealthy Catholic Lancastrians, the Houghton family.

He convinces himself, on no good

evidence, that he fought in the

Low Countries. We know that

Shakespeare's father, John,

went from riches to rags, but

O'Connor goes on to present him as a brutally macho drunk

who rejected his son's love

"mistaking it for an emotional demand he could not satisfy".

Unsurprisingly, all this left William with hang-ups which were not altogether cured by his marriage to "complex, many-sided" Anne. He may have had the odd affair with the Dark Lady, and could have used a sex therapist to help him "explore and define the health and validity of his emotions", we are told, but he was basically a "family man" for whom, as *Antony and Cleopatra* shows, his wife was his mistress. In short, he only needed a season ticket to help him commute from London to Stratford, and he would have been the most modern of husbands.

O'Connor's biography must await the reviewers' verdicts; but there is at least one thing to be said for it. However questionably he uses them, he knows and loves Shakespeare's plays. Perhaps he will encourage some readers to look at them again, on the page or the stage or both.

For that is what matters. That is all that matters. There are searching histories and warm, outgoing comedies; there are plays charged with struggle and pain; and, finally, there are romances, full of forgiveness and reconciliation. Together, they may perhaps be said to chronicle the journey of a mind, heart and soul. That is biography enough.

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Baa-baa red sheep

AUSTRALIAN sheep are suffering from sunburn. The problem is a side-effect of a drug developed to cut costs by causing sheep to shed their fleeces spontaneously.

Problems have multiplied ever

since the Commonwealth Scientific and Industrial Research Organisation announced last month that it had developed a genetically-engineered drug to save wool producers the high wages paid to expert shearers.

The sunburn problem does not

arise with hand-shearing, for a sufficient coat is left to protect the sheep's skin.

On the other hand, works by

weakening the wool strands, causing the

fleece to fall off after about ten

days, leaving the animal completely naked. A special sheepskin jacket is now being developed to counter the sun's rays.

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With only 67 days to go until

1992, a Manchester firm is hoping to cash in on Euro-servour.

Trounce, the flag and bunting manufacturers, have launched a Euro-package.

It consists of a large EC flag, a Union Jack and two 30 ft lengths of bunting made up of the flags of each EC country

and the EC ensign. Sales are said

to be picking up nicely, and a brochure has optimistically been sent

to Downing Street.

Dark Gentleman of the theatre



CRY, UNCLE

The strength of the political system Charles de Gaulle bequeathed France is stability, a stability rooted in the immense power vested in the presidency. Resentment at this power surfaces whenever a French president sinks in public esteem but nobody has any nostalgia for the revolving-door governments of the Fourth Republic. The weakness of this seven-year "elective monarchy", compounded by the state's intervention in French industry, is that if the president catches a political cold, the whole nation is infected. Stability becomes stagnation. Boredom translates into loss of confidence.

With 18 months to run before parliamentary elections and four years of the Mitterrand presidency still to go, France is having a severe fit. The right is deeply and, to many, alarmingly divided, but the left is too discredited to benefit. Ministers have been forbidden to leave Paris without the permission of Edith Cresson, the prime minister, officially to promote efficiency but actually to avoid photographers catching them being pelted with farming.

The electorate's sympathy is firmly with protesting nurses, with public sector workers who called a general strike on Thursday "against unemployment" and with laid-off workers demanding inflation, protectionism and, explosively, a crackdown on immigration. The public even appears to back the lawless bands of farmers who, not content with attacking foreign food lorries, government buildings and ministers, sacked an official banquet in the southwest last week.

After a period of industrial peace, France has abruptly lost patience with the anti-inflation policies which have led to falling growth rates and unemployment heading for 10 per cent. Even the government seems to have fallen victim to this disaffection, unable to state its case with any conviction or to hold course. The Socialist party is divided on economic policy and obsessed with the "succession" to Mitterrand. The public's cynicism extends to the entire *classe politique*, but its focus is the president himself.

Mitterrand must be wishing that his 75th birthday, which falls today, could be postponed or dispensed with altogether. After this week's outpouring of popular discontent, he needs no reminders of his mortality. The president's authority and command of policy have never been more in

question. His handling of what he has called France's "psychological crisis" this week has been too much devious as indecisive.

On Tuesday, he told the farmers that the government had had enough of their "brutality" and "violence" and that the police would now "do their duty". The next day he bought them off with new tax breaks and early retirement packages. He beaped praise on the rigorous policies of his finance minister, Pierre Bérégovoy, only to laud an inflationary deal, struck a few hours later, for public sector employees. That will not only add £4 billion to the budget deficit but set a pattern for this year's private sector pay negotiations, which open next month.

Until recently, Mitterrand revelled in his nickname, "Tonton". An avuncular loquacity from domestic disputes saw him through the brief years of cohabitation with a conservative government and had helped him camouflage more recent confusion in French foreign policy. Uncle took the long view. Now the sobriquet accentuates the impression of an old man disappearing in history's slipstream. The new album by Renaud, the iconoclastic balladeer who once rallied French youth to the president, chants: "Tonton s'en va... à petits pas" in a song depicting a disappointed old man muttering angrily to his dog that everything is going wrong, a man so far out of touch that he dreams that "the left will return".

France needs the one thing Mitterrand is undisposed to offer: early elections to parliament and the presidency. What it will get is hand-to-mouth government. If the recession ends, as ministers have predicted even more frequently than have British Chancellors, the malaise will ease. But until Tonton heads for the misty southwest of Renaud's ironical *aubade*, it will not vanish.

The European Community is being infected by France's domestic unease. Prepared to sabotage the Uruguay Round of global trade negotiations rather than face down its farmers, hostile to opening the EC to Europe's new democracies, clinging to "political union" chiefly as an antidote to German power, France will be difficult to do business with in the *fin de règne*. That is bad not just for France, but for the vitally important debate on Europe's larger destiny before, and after, Maastricht.

FAIR DEAL FOR TEACHERS

"Teachers' pay should depend on their pupils' exam results: discuss." Yesterday's scare stories implied that Kenneth Clarke, the education secretary, was about to enact just such a link. But the government's evidence to the new School Teachers' Review Body on Thursday shows that nobody wishes to go back to this Victorian way of paying teachers by results. The scare is being stirred up by the teaching unions.

This does not mean that there should be no connection between teacher pay and performance in the classroom. Fewer than 1.5 per cent of classroom teachers get extra for "outstanding ability". Others may be paid more or less than the basic rate by their governing bodies, but this is usually a reflection of their market position — maths and science teachers getting more, arts less — than of their performance.

The government does now want teacher appraisal to inform future decisions on pay, with close attention to a variety of indicators of teacher performance. GCSE and A-level results are but one of those indicators, which also include truancy rates, national curriculum test results and the success of school leavers. The evidence warns that such indicators are only meaningful if allowance is made for the differing abilities of pupils. Ministers accept that offering incentives should not mean penalising the teacher who is performing no more than adequately.

The unions choose to interpret these measured words to mean payment by exam results. They extend that to imply that the government is attacking professionalism in teaching. It is doing nothing of the sort. Not for the first time, the hope must be that teachers themselves can read the evidence of their eyes better than the union leaders who represent them.

This same blindness afflicts the argument heard most strongly from the National Union of Teachers for better pay for teachers. It is true that teachers' average pay is not startlingly high. Male teachers earn an aver-

age of £17,275 compared with £18,455 for the white collar male outside teaching, though women teachers do relatively better. But the average is not the point. The term "teacher" covers a multitude of different activities. To take a class of seven-year-olds is an important and rewarding task. The academic knowledge and skills required, however, are of a different order from those needed to teach physics to 18-year-olds.

To become a teacher as part of a life which includes child-rearing and home-making, and mixes periods of part-time and full-time participation, is to make a rounded contribution to society. But it does not require the same material reward as the dedicated professional, who gives a career completely to teaching and scales the departmental and institutional ladders. Teaching needs a mixture of both, and must pay salaries that attract both. But no service is due to teaching as a whole to imply that it is a single and undivided profession, all sectors of which are uniquely under-rewarded.

Present salaries are proving adequate to attract enough teachers in most categories, certainly while recession makes the job security of teaching so attractive. Recruitment is up 9 per cent and overall vacancies down 20 per cent in a year. But there is a shortage of good heads and deputies. This has persisted despite the 3 per cent extra pay rise, over and above the rest of the profession, rightly granted to heads in their most recent settlement. And too many of the best classroom teachers are still leaving.

The pay review body should resist the government's eagerness to use teacher pay — and thus education generally — as a battering ram against public sector pay generally. But every pound available should be targeted: more for the best classroom teachers and more for heads; more for the specialists in short supply; and more for those whose professional performance and lifelong dedication deserves a professional level of reward.

CLOCKING ONTO EUROPE

Greenwich Mean Time is, as its name inadvertently suggests, a cruel imposition on the British public. When the nation switches to winter time tonight, Britons will spend around 72,000 man-days turning roughly 300 million timepieces back an hour. Children and pensioners will have their sleep rhythms disturbed, and sales of sleeping pills will soar. Many people will forget about it, to general social embarrassment. More serious, up to 2,000 road accidents, mainly involving children, might be prevented by another hour of daylight in the afternoon. There is thus a good case for synchronisation with most of Western Europe, by keeping the present summer time through the winter and making British Summer Time an hour later.

Such a change would leave GMT redundant, except as a chronochemical device. Some people, mainly in the north and west of Scotland, would genuinely regret its passing — even to the point of voting against any government that dared to make them go to work long before, instead of just before, sunrise. Fear of the Highlanders' revenge apparently deterred the government from ending the present arrangement, which has lasted 20 years, after publishing a radical

green paper in 1989. The response confirmed opinion poll findings: a majority of the population prefers lighter winter afternoons, but does not care passionately, while a minority strongly opposes any change. For politicians, this means: "If it ain't broke, don't fix it."

Yet, there is no reason why a Tory government, hard-pressed in the Celtic fringes as it undoubtedly is, should not cash in on the rising tide of Scottish impatience with Westminster, and do the rest of Britain a favour as well. Devolution, especially in such a harmless area as time-zoning, should no longer be anathema to Downing Street. When Malcolm Rifkind was still at the Scottish Office, he told farmers at Inverurie that Central European Time, which would mean dawn at 10.30am for some Scots, was out of the question. America, he declared, had five time zones without drawbacks.

True enough; and why should Britain not have two? Let Scotland be a separate time zone. Why should not the magic formula of subsidiarity apply to time? A government which promised to abolish GMT, but granted exemption to early birds north of the border, would be rewarded at the ballot box.

Law lords' ruling on marital rape

From Dr A. T. H. Smith

Sir, The ruling by five law lords (report, October 24) that the husband no longer enjoys spousal immunity in the law of rape has serious constitutional implications, apparently not even touched upon by their lordships. It revives the claim of the law lords to be able to adapt the criminal law to meet changing social conditions and "decide" changes in the law.

The implications of this present ruling are that the courts could, for example, extend the law of blasphemy so that it protected other than the Christian community. For the courts to take a liberal view of the law of assault, which can be said to extend to sexual harassment, would relieve Parliament of the need to legislate on the matter, as it is urged to do by the Equal Opportunities Commission (report, October 23).

The effect of their lordships' ruling is to create a climate of uncertainty such that nobody can say with any precision what is within and what is without the criminal law of England.

Yours faithfully,
A. T. H. SMITH,
Gonville and Caius College,
Cambridge.

Plight of Iraqi children

From Air Commodore A. Mackie

Sir, As well as dropping bombs, Allied pilots sowed the seeds of long-term trouble when they destroyed Iraq's capacity to look after its children ("Gulf war children 'dying in thousands", October 23).

Iraqi children who reach the age of five, surviving a mortality rate which has almost quadrupled since the war, will mature while the so-called new world order to whose creation their miseries contributed is taking shape. Their enmity will permeate the whole community of poor Arabs and create yet another threat of conflict in the Middle East and beyond.

The British, whose perceived status as American stooges will single them out for particular obloquy, should prod their rulers into doing a great deal more than being merely "conscious", as your report quotes their spokesman, of the "breakdown of Iraq's infrastructure" and "distressed" at its consequences for children.

Yours faithfully,
A. MACKIE (Committee for Just
Peace in the Middle East),
4 Warwick Drive, SW5.

Defining politics

From Mr Vernon Bogdanor

Sir, It is of considerable importance, contrary to Lord Shawcross (letter, October 19), to be clear in the definition of political terms. Those on the right feel justifiable indignation when Stalinists or hard-line communists are labelled "conservatives".

But it is equally offensive to use the term "socialist" to encompass both the Soviet communist system and the social democratic movements of Scandinavia and Western Europe — particularly offensive indeed since democratic socialists were often the first victims of Lenin and Stalin, and of the little Stalins imposed upon central Europe.

Lord Shawcross fuels our national sense of complacency by referring to Sweden as a "failure". While no one would deny that the country faces considerable challenges, Swedish citizens nevertheless enjoy a standard of living far higher than our own, an unemployment rate of only 3 per cent and public services which are, by and large, more humanely and effectively managed than those in Britain.

If this constitutes failure, perhaps we could do with a bit more of it here in place of some of the "successes" of the past decade.

Yours faithfully,
VERNON BOGDANOR,
Brasenose College, Oxford.

October 19.

Quality of water

From the Secretary of the Water Services Association

Sir, Mrs Ann Taylor, MP, has stated (report, October 24) on the evidence of leaked EC letter, that the government has given water companies "licences to pollute". The government must speak for itself. On behalf of the companies, however, I can say that this statement is a travesty of the facts.

These so-called pollution licences are statutory undertakings given to government by each of the companies. They commit the companies to investment in work to be completed by specified dates to correct the few remaining exceedances of

EC requirements. Mrs Taylor does not appear to understand the statutory arrangements about water quality in this country and she has so far refused every opportunity for briefing offered by this association.

Her absence yesterday from the Water 2000 conference, together with the absence of every other Labour MP invited, would seem to indicate that they do not wish to get to know the facts. Both the other major parties were represented.

Yours sincerely,

MICHAEL CARNEY, Secretary,

The Water Services Association of

England and Wales,

1 Queen Anne's Gate, SW1.

October 24.

Cornish connections

From Ms Lesley J. McIntyre

Sir, Mr Brian Mansell, Cornwall's county surveyor (letter, October 21), would do well to take notice of the current EC challenge to the transport secretary over environmental assessment of road schemes.

The relevant EC directive (B5/337/EEC) stresses that "the best environmental policy consists in preventing the creation of pollution or nuisances at source". Article 5 (1) requires the "developer" to provide an outline of the alternatives considered, taking the environmental effects into account.

Ever since this directive was incorporated, and reinterpreted, into our domestic legislation in 1988, no road scheme that I am aware of has been refused on environmental grounds. Our highway planners and engineers have

assumed, it seems, that where there is a transport problem you build roads. They usually offer "alternative" road alignments for consideration, but never alternative transport solutions.

Mr Mansell tells us that his department asked 25,000 households in the area if they wanted improved road links (actually they were asked if they would like improved highway links) and that 68 per cent of those who replied expressed support. It is widely believed in Cornwall that only 7 per cent responded.

LETTERS TO THE EDITOR

1 Pennington Street, London E1 9XN Telephone 071-782 5000

Snags and boons of organic farming

From Mr Lawrence Woodward

Sir, Elm Farm Research Centre provided the "consultant" referred to in Michael Hornsby's article, "Farmer counts the cost of going organic" (October 21). We looked at aspects of the Goodmans' farm as the basis of a discussion meeting organised by the National Farmers' Union. It did not purport to be a feasibility study or plan.

The article reported that, although after becoming fully organic, the farm's income would increase by £10,000 per year, £40,000 would have to be invested in machinery, manure storage, re-seeding, etc., and that this and the decline in output and income during the conversion period made organic farming too costly to contemplate.

The £40,000 investment covers items such as grass re-seeding, which would normally be incurred on the farm, and manure storage, which will almost certainly be required as pollution controls on farms are tightened.

The conversion can be planned with cash flow and marketing to minimise the income reduction. Our study did not take into account the marketing opportunities available to this farm. Indeed, the increase in after-conversion income might well be more than the figure quoted.

However, it is undeniable that the period of conversion to organic systems is financially difficult. Other European countries offer conversion grants which have increased organic farming.

Farmers are finding it increasingly difficult to survive. Organic farming offers the potential for a viable business to some farmers. It could do the same for many more if the government was prepared to support it as an alternative to the sterility of set-aside.

Yours faithfully,
LAWRENCE WOODWARD
(Co-ordinator),
Elm Farm Research Centre,
Hamstead Marshall,
Nr Newbury, Berkshire.
October 24.

From Mr Gordon Angell

Sir, Michael Hornsby suggests that large-scale organic farming is not financially viable. There are also serious questions about the fundamental case for organic farming, for example:

Why should pest control through the use of resistant crops be safer than through the use of agrochemicals when resistance simply transfers production of the pesticide from the factory to the plant?

Yours sincerely,

JULIAN ROSE,
Path Hill Farm Cottage,
Goring Heath,
Nr Reading, Oxfordshire.

October 23.

From Sir Julian Rose

Sir, Organic systems go far towards re-establishing a balanced, diverse and sustainable form of agriculture in the face of often devastating land mismanagement. However, no financial assistance has been made available to farmers practising organic methods. Instead, grants are heavily weighted in favour of the restoration of traditional landscape features recently destroyed by previously subsidised intensification schemes.

The market place is not rewarding the organic farmer sufficiently to ensure his survival.

If long-term ecological responsibility and land stewardship are left to market forces alone, while short-term land restoration and "diversification" schemes attract significant financial support, how can governments hope to gain credibility for their supposedly "green" policies?

Yours sincerely,

JULIAN ROSE,

Path Hill Farm Cottage,
Goring Heath,
Nr Reading, Oxfordshire.

October 23.

From Dr Neville Bass

Sir, The bombing of the old town of Dubrovnik has finally laid to rest the lie of the Serb-led federal army that it is occupying parts of Croatia just to protect the Serb minority.

Dubrovnik appears to have no strategic significance, only a small Serbian minority and no federal military barracks.

If the wanton destruction of the old port of Dubrovnik, as well as the many other important cultural monuments in Croatia, is allowed by the world community to continue, posterity will look on this destruction in the same way as the bombardment of the Parthenon by the Turks in the last century; the only difference is that we are now in the last quarter of the 20th century.

Yours faithfully,

A. R. SUCHY,

Knollys House,
11 Byward Street, EC3.

From Dr Denis Cashman

Antidote found for computer virus

By NICK NUTTALL
TECHNOLOGY CORRESPONDENT

ONE of the oldest forms of computer virus, a type of electronic life form designed to infect machines and damage their operations, has been eradicated as a menace. Researchers said yesterday that reported infections from Brain, a rogue electronic code from Pakistan, had ceased.

Edward Wilding, a computer virus expert who helps Scotland Yard's computer crime unit, said that a computer virus could not be declared "dead" because research copies existed. "What we can say is that it is extinct in the wild but still alive in captivity," he added.

The disappearance in Britain of Brain, which appeared five years ago, highlights a growing eagerness among organisations to co-operate in tackling computer viruses. This new attitude bodes well for a trade and industry department initiative launched yesterday by Lord Reay, the technology minister.

The scheme is aimed at assessing and improving firms' strategies for fighting threats to sensitive electronic databases. Such threats include power failures, floods and fires as well as criminal activity such as hacking and virus attacks.

The survey, which is likely to lead to more firms prosecuting suspected offenders under the Computer Misuse Act, is being handled by the National Computing Centre in Manchester and will cover 5,000 businesses. The findings will be published early next year and include the results from two other surveys of 5,100 companies which the centre launched recently.

Marco Davargas, project manager for the survey, said the most surprising initial finding was that many large firms still had no back-up systems in the event of a power failure. He said companies stood to lose sensitive data, at great expense, as a result of such incidents.

Boldly creating an American dream

William Cash and Joe Joseph report that the death of Star Trek leaves many nagging questions unanswered

September 8, 1966, ratings

had been low.

But the story had inspired a determined breed of humans called Trekkies, who bullied American television stations to show *Star Trek* repeats, who met at conventions dressed in day-glo pyjamas and pointy ears, who didn't mind that William Shatner, who played Captain Kirk, had grown so tubby that he began to look like the Michelin man squeezed into a body stocking.

Star Trek went on to a glorious and profitable afterlife, in films, in books, and eventually, into a new television series in 1987. The directors of the new series, who were allowed to restaff the spaceship with a younger, more attractive crew, broke new ground by sanctioning

sex in space. The captain's log has been dubbed into 47 languages, there are more than 500 fan magazines and you can, if you want, buy a *Star Trek* sandwich box. It was even reported to be a favourite with Tibetan monks. "If the Dalai Lama likes us, I suppose the message is getting out," Mr Roddenberry told *Time* magazine earlier this year.

Now pushing 70, Dr McCoy still finds himself in the *Star Trek* films prodigying a limp body and then turning sombrely to Captain Kirk to say, "Jim, he's dead". Scotty still responds to appeals to the engine room to speed the Enterprise out of danger with the warning, "Captain, the ship can cause any more." Mr Spock, the emotionless Vulcan, still finds things "fascinating".

Not only did the show fatten our vocabulary with words and phrases like "star date", "Klingon", "phasers on stun", and, most famously, "Beam me up, Scotty" — which Captain Kirk never actually said — it also gave us other things to cherish, including American television's first interracial kiss between Captain Kirk and Lieutenant Uhura.

Star Trek was aimed at adults rather than at children, and Mr Roddenberry deliberately painted an optimistic future in which harmony and decency triumph. One episode even echoed the conflict in Vietnam and resulted in Captain Kirk racing his intervention in an existing war. Nevertheless, you always suspected that the actors never took it completely seriously. The cheap sets and crude special effects did not help.

Mr Roddenberry's life was every bit as fantastic and adventurous as his films. He flew 89 missions in B17 bombers in the second world war, and was decorated with the Flying Cross and the Air Medal. After the war he worked for Pan-Am, once crashing in the Syrian desert, which led to him fighting off



Intrepid time travellers: Kirk and Spock facing up to an unearthly confrontation

nomads who came to plunder the bodies.

As news of his death spread yesterday, colleagues paid tribute. "Few ideas in the annals of motion picture and television history have inspired more passion and allegiance on the part of an audience as has *Star Trek*," said Brandon Tartikoff, the chairman of Paramount Pictures.

Leonard Nimoy, the actor who played Mr Spock, said: "He had an extraordinary vision about mankind and the potential of mankind's future."

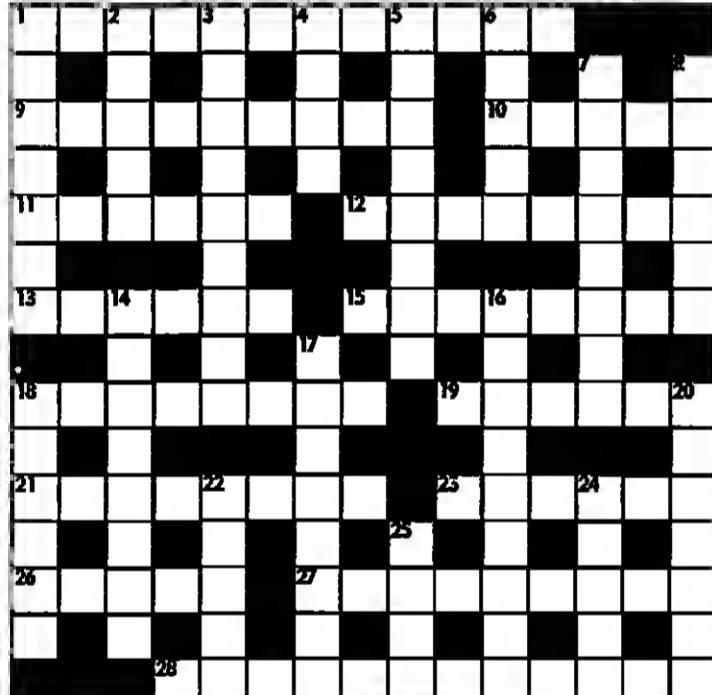
Diary, page 12
Obituary, page 14



Anxious moment: Scotty, left, Chekov, centre, and Kirk considering their next move in the *Star Trek III* film

Roddenberry: the former airline pilot who created a TV series followed by millions throughout the world

THE TIMES CROSSWORD NO 18,747



ACROSS
1 Substitute husband with nowhere to lie down? (8-4).
9 Do I creep, not to disturb? (9).
10 I must leave excursion to have a jar (15).
11 Progressive understanding strike (4,2).
12 Resent having to move about, say, by river (8).
13 Carte get it in the neck when there's little water to drink (6).
15 Doctor-to-be taken in by stupid device for muscle development (4-4).
18 Such a mirror can reflect overlapping colours (8).
19 Violin receiving new string (6).
21 Is bad Latin but it qualifies to some degree (8).
23 Saving can make one secure (6).
26 Almost regain consciousness as a space traveller (5).
27 MP said his reselection was central to the Admiralty (9).
28 Novel sounds as if it will never be read (7,5).

Solution to Puzzle No 18,746

BODY LANGUAGE
U A A I N U S M
S Q U A R E C U T A N K L E
T N K K A R I
A R T I S T G U I D A N C E
P G D L
O S C U S WHIGGERT
E R C T E
S A N D S M A N C R O P U P
E T R M U
F L I P P A N T G A F F E R
O E D I S N E I
R E N E W V I O L I N I S T
E T E A N U G A
P R O F E S S I O N

A prize of a superb Parker Duofold International with an 18 carat gold nib and fully guaranteed for the lifetime of the original owner will be given for the first five correct solutions opened next Saturday. Entries should be addressed to: The Times, Saturday Crossword Competition, PO Box 486, Virginia Street, London E1 9DD. The winners and solution will be published next Saturday.

Name/Address

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M-ways/roads Dartford T-M23 ... 734

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Midlands ... 739

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North-east England ... 742

Scotland ... 743

Northern Ireland ... 744

Answers on page 15

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Answers on page 15

AA ROADWATCH

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WEEKEND
MONEY

Trouble strikes

The government is running into problems with trade union reform again. As expected, the TUC criticised the green paper proposals on subscriptions and cooling off periods before strikes. The chorus of protest has now been joined by the Institute of Personnel Management, an employers' body. The formal response from the CBI may well develop its initially cool reaction, but the sometimes bitterly dismissive response from the IPM is unprecedented from an employers' body. Page 21



Virgin Atlantic is spending its way out of the present dip in airline travel, says Richard Branson, the chairman. "Most airlines are cutting back... we will continue to give more and charge less." Page 21

Tax relief

Tax breaks worth billions of pounds are paid to investors and homeowners every year. Abolishing some of the reliefs could allow basic rate tax to be cut. Page 25

Willing helpers

Charities are seeking tax-free bequests as part of Make a Will Week. Guides to making a will are published by many of charities to boost funds. Page 27

Loan holidays

Mortgage holidays are being offered on a range of home loans. They can help budgeting but there are also dangers. Page 26

Letters

Page 30



Behind a smile

Don't be fooled by your colleagues' smiles — not because they are after your job but because they are not good managers and not interested in profit. Page 21

Doomed issue

The British Aerospace cash call looks doomed. Prospectus of the £430 million issue being picked up by the underwriters dragged the market down. Page 22

HTV cuts

HTV, which retained its Wales and West of England franchise, is to cut staff and overheads and sell Harlech Fine Art. Page 20

Nameless

One of the best known insurance underwriting syndicates at Lloyd's of London has been forced out of business as a result of a huge migration of names. Page 20

Scotched

Employees at Invergordon Distillers have sold shares in their company to Whyte & Mackay, which is bidding £350 million for the company. Page 20

Fixed bonds

As interest rates fall, savers seeking to make the most of their money may be tempted by bonds guaranteeing to pay fixed amounts above building societies' share rates. When the accounts are launched, the rates are generally high, but after a limited period, rates are based on the lowest paying accounts and may lose their competitiveness. Page 27

WEEK ENDING

Martin Waller

Just a question of timing

A week in which Brent Walker edged even closer to the precipice and the woes of Polly Peck's Asil Nadir deepened further with a £378 million High Court writ was perhaps a quixotic choice for the launch of a new organisation promoting wider share ownership.

The re-emergence of bear raiders, yet another botched attempt to touch shareholders for more cash, and a further outbreak of hostilities along the Chunnel tunnel were hardly propitious omens either. But hope springs eternal, at least in the breasts of Sir Peter Thompson, Geoffrey Maddrell and Sir John Harvey-Jones, respectively chairman, chief executive and president of the new body.

Sir Peter can lay claim to some experience in the field, having revived the old National Freight Corporation and brought it and a horde of new employee shareholders to the stock market. Mr Maddrell saw the market's bloodier side as head of Tootal, when he lost a bruising takeover battle with Coats Viyella.

Sir John, of course, has created an entire mythology around himself, his kipper ties, dreadlocks and donkeys. The



Sage of Ross-on-Wye was probably the first chairman to achieve what the Americans call a high recognition profile, meaning people actually recognised him in the street. That was in those innocent days before company chairmen could regularly be spotted in Tramp, Annabel's or the back of a black maria.

Now holed up at the Stock Exchange tower, Mr Maddrell lacks but two things in his task, an office and a name for the new body. He is currently operating as the Share Ownership Movement but feels this smacks too much of a Marxist splinter group. Clearly the "movement" will have to go; it's a pity "drive" causes such problems for the acronym.

The real problem, surely, is not that such transparently decent men are unfit to induct a wider range of investors to the stock market, but that there are areas of the stock market where decent investors should not be induced to go. Which brings us to Brent Walker.

Count Alexei Oriov, whose very name suggests a Tolstoyan coloel of the dragoons, is conducting a last, desperate cavalry charge on behalf of the smaller investors, who learnt this week they would see precious little out of the banks' restructuring. Count Oriov says a slice from a Louvre loaf is better than no bread at all; the banks say his intransigence could mean everyone goes hungry.

British Aerospace's rights issue is coming in to land on a wing and a prayer, the shareholders making up their minds by Monday, but it is at least showing more signs of airworthiness than BAC's European fighter aircraft programme. The Germans, one of four partners, are now reported to favour Russian MiGs instead, which should make the skies of Europe a confusing place if the balloon ever goes up.

The government has set the timetable for its own latest bid for wider share ownership. The aim is that applicants for British Telecom shares should be able to put their profits towards their Christmas shopping. Previous government sell-offs have been criticised as giveaways, but the government hopes to avoid the accusations this time by pricing the shares at rather less than they are worth. 1 sec.

Inside the shell of a Chrysalis

Carol Leonard meets a record company chief who has always been competitive, but finds he is also self-effacing

For a man who has spent more than half his life in the entertainment and communications industry, Chris Wright, chairman of Chrysalis, the record, video and television production company, is extraordinarily uncommunicative. Tall, bearded and bald, with a laid-back manner and an understated dress sense, he looks more like an unusually trendy mathematics professor than the head of a £22 million pop music business. He is soft spoken, with a trace of a Lincolnshire accent. From a distance, he even appears approachable, but the reality can be different. Wright is shy, awkward with women and moody. When the mood takes him, he can be disarmingly rude and, unless he happens to be in a particularly good mood, he does not make friends easily.

"If I want to make an effort to try and socialise I can make friends with people quite easily, but a lot of the time I won't be bothered," says Wright, aged 47. He insists that he wants to be liked, but would only strive towards that end "if I was in the mood. When I don't feel like being sociable, I can be very reserved. Yes, I suppose I am a bit moody. Sometimes I'm up and sometimes I'm down. No, I'm not prone to depression but some days I'm in a good mood and other days I'm just flat."

Talking about Chrysalis's performance of late is enough to make him and his shareholders feel decidedly flat. The company's interim results, announced in June, showed a loss of £2.86 million. Chrysalis is in need of a new chart-topping mega star. As for the television side of the operation, it had a 15 per cent interest in Merlin, a consortium that bid for the HTV franchise, and 10 per cent of White Rose, which bid for Yorkshire. Both were unsuccessful. "The outlook for the full year is pretty much the same as it was at the interim stage," Wright says.

When Chrysalis floated on the stock market in 1985, 94 per cent of the shares were left with the underwriters. Even so, a year later, Wright, who owns 48 per cent of the company, was estimated to be worth £25 million. That stake has now halved in value. It would be only natural for Wright to feel aggrieved by this. He, after all, founded the company. Instead, he remains remarkably philosophical, but talks about the City in the past tense and admits that he has "sort of" given up with the financial institutions in the Square Mile, even though the company is still quoted.

"I didn't understand how the stock market really worked. It was a bit of a rude awakening really, but the banks say his intransigence could mean everyone goes hungry."

British Aerospace's rights issue is coming in to land on a wing and a prayer, the shareholders making up their minds by Monday, but it is at least showing more signs of airworthiness than BAC's European fighter aircraft programme. The Germans, one of four partners, are now reported to favour Russian MiGs instead, which should make the skies of Europe a confusing place if the balloon ever goes up.

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always been competitive, and he always gets his own way.

His interest in music lay dormant until he arrived at Manchester University in the early Sixties, the era of the Beatles. He became social secretary.

Dave Townsend, who shared digs with Wright in Manchester, and is now director of social services in Croydon, recalls that Wright was "a bit rustic" as a fresher. "He wore tweed jackets and cavalry twill trousers. He absolutely adored meeting pop stars — we had never met people who smoked pot or took cocaine before, and it made a huge impression. But he also had the same kick out of trying to stage a wrestling contest."

Townsend recalls that Wright has always had an eye for detail, was sentimental and a hoarder — "he had a collection of slippers, revolting old things" — and was both generous and careful with his money. He once presented Townsend with a ten-year-old IOU for an Italian meal, while on

another occasion, when the two families were on holiday together in France, he booked an entire restaurant "just for us and our kids, so that no one would bother us".

Townsend adds that Wright was self-effacing and shy, would never push himself forward, and needed "two or three pints of beer to get going". Success has not, he says, changed him. "He was always interested in football, cricket and beer and he is still the same today." Wright would agree. Although he admits to "probably spending more money on clothes than any other company chairman in Britain" — all his clothes are Italian, designed by Gianni Versace — he is quick to refuse any suggestion that he is flash with his money. Aside from his flat in Kensington, his stud farm in Gloucestershire, his holiday home in the South of France, his half share of a house in Antigua, and his Bentley Turbo with its chauffeur, he does not, he says, spend much money. "I have an implanted lifestyle which requires a lot of money to be spent on it but I don't carry a lot of cash in my pocket."

Nor is he, he says, motivated by money. "I'm motivated by success. I'm a great believer that if you do something you are interested in, that isn't like a job to you, then you will be successful. Money will be a by-product."

Wright's expensive, transatlantic lifestyle, with at least one week in four spent in New York, and longer trips to Los Angeles and Australia in between, means that he has no domestic routine. He talks about weekends being sacred, about Gloucestershire being a magnet, but then he explains that because his three children are now at boarding school and university, the need to return home at weekends has been removed. Chelle, his wife of almost 20 years, a Californian, used to travel with him, but she rarely does any more.

"I'm not as much of a family man as most people," he says. "I do think that the family is important, but some people live for their families, it's the centre of their lives. I'm not like that. Maybe I'm too selfish to do that. My wife might say that."

He agrees that he is self-centred. "I have never worked for anybody, never, and there aren't many people who can say that," he reasons. "You get used to being in control of your own life, and of doing what you want to do." What would happen, I ask him, if someone he was with wanted to do something he did not? "I would give ground a bit," he says. "But as you get older you start thinking that time's very short, time's running out. I don't want to spend what time I've got

left doing things I find boring."

Does he worry about growing old?

I tell him that his closest friends agree that he can be difficult to talk to; that he can be an exacting and unpredictable boss; that he has a reputation for being indecisive, even woolly-headed, but that beneath that guise, he is, they say, one of the most decisive, brightest business brains they have encountered. He is, as a consequence, continuously underestimated, and he plays on that fact. "He masks himself well," says one. "I think that is absolutely right," says Wright, looking strangely relieved by the revelation. "I am aware that people underestimate me and I do play on that, but not always consciously."

He is shy there, but not a loner. Provided he is in the right mood, he does like to be with people, but anyone will do. There is no individual he really needs. It is this extraordinary self-sufficiency that allows him to always satisfy his desires.

"I am aware that when some people come here and meet me, they go away saying, 'God, how did he get to where he is?' But that doesn't worry me." Wright concludes. "Let them think that."

Swiss gnomes keep it under their hats

By GEORGE SIVELL

TUCKED away in the cantons of Switzerland are some of the world's biggest financial secrets. And even if the traditionally conservative Swiss vote to join the new European Economic Area next year, Swiss banking secrecy will remain intact.

Because of a special deal carved out by Switzerland as part of the negotiations between the European Free Trade Association and the European Community, the tradition of Swiss secrecy will remain. In a country where tax evasion is not a punishable offence but breach of bank confidentiality is, one can understand the fears over the Efta-EC adequacy, also give broad powers to supervisory bodies of banks, securities houses, stock markets and investment funds.

Not all the Swiss approve of banking secrecy, but they pay for their convictions. Jean Ziegler, a sociology professor and socialist member of parliament, suffered for publishing *La Suisse love plus blanc* — Switzerland washes whiter. His thesis, that Switzerland, the symbol of health and cleanliness, was "a centre of infection" for recycling the "money of death", lost him a libel writ against a pre-eminent banker.

While Switzerland is part of an international task force investigating drug money laundering, it has not signed European convention on the subject. It is still possible for a lawyer to open an account for a client without naming the client — as long as he signs a declaration that banking secrecy is not being abused.



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BUILDING WITHOUT CONFLICT

Virgin's £8m cabin face-lift to go ahead despite slipping yields



By HARVEY ELLIOTT
AIR CORRESPONDENT

VIRGIN Atlantic is to press ahead with a multimillion-pound programme of improvements to its aircraft cabins and will maintain its low fare offers, despite falling yields and revenue forecasts for the next 12 months that have caused "some concern".

Richard Branson, the chairman, who yesterday signed an £8 million agreement to put seat-back video equipment in every economy seat on his eight jumbo jets, said: "Most airlines are cutting back on these things but we are doing the reverse. We will continue to give more and

charge less. We are going to lavish more and more and more on these things rather than cutting back. I am convinced the more you give the more you get back and the fact that we have now lasted twice as long as Laker and have filled more of our seats than other airlines that are competing with us, shows that we are right."

Virgin, he said, had made a profit last year and will do so again this time, despite the worse recession to hit the airline industry, during which the world's airlines have lost \$2.7 billion.

In a letter to his 2,500 staff last month, Mr Branson said that although industry losses had been

"astronomical", Virgin had fared better than most.

"Being small, we have to," he said. "Our loads have been good but our yields have slipped quite considerably. The initial forecast for the next 12 months has given us cause for some concern and therefore we have taken some immediate measures to counter-balance it." The airline would do its utmost to avoid redundancy but budgets would be reduced in every department. The advertising budget, for example, is being cut from £25 million a year to £1.8 million.

While this would mean "a tightening up of the belt by everyone, we have survived the last few

months and I'm convinced these moves will get us through the months of recession and put us on a stronger footing by the end of it".

The airline's switch to Heathrow, its consistently low fares and lavish "add-on" incentives to passengers, have raised concern in the industry that revenue might not be sufficient to cover the costs.

Mr Branson, however, dismissed such fears, claiming, like every airline chief in the troubled industry, that rivals were spreading unfounded rumours about his operation.

He remains convinced that by selling first-class seats at club-class fares, while packing the economy

New York represents a saving of £50 over other airlines.

The Japanese market, which, because of its controlled high fares has good yields anyway, is now coming back strongly. Mr Branson said, and load factors on the North Atlantic were going up all the time.

"We have come through the worst year in aviation history profitably and hardly another airline can say that," Mr Branson said.

"We believe that the current year will also produce a reasonable profit but to ensure it we are taking prudent measures to cut non-essential budgets. We will not cut back on our investment in service, however," he added.

Institute of Personnel Management

Employers attack Howard plans for more union laws

By PHILIP BASSETT, INDUSTRIAL EDITOR

THE government's proposals for more trade union law have come under fierce attack — from an employers' body. Ministers will be angered by the critical formal response from the Institute of Personnel Management to the green paper on union law brought forward by Michael Howard, the employment secretary.

The Trades Union Congress this week mounted its expected attack on the green paper, and the formal response from the Confederation of British Industry may well develop its cool initial reaction, but the sometimes bitterly dismissive response

from the IPM is unprecedented from an employers' body.

The IPM's virtually wholesale dismissal of the green paper, which advocates changes on union subscriptions, a pre-strike cooling-off period and inter-union relations, will further strain relations between the government and the institute, which of late has become more critical of some government employment initiatives.

Aware that many employers have privately judged the green paper's proposals as both irrelevant and largely a pre-election political move, ministers have been bracing themselves for the first formal employer opposition to the government's suggestions for further union law.

While the IPM's response stops short of outright rejection of the green paper, it says there is no need for further union law unless it can be justified on economic, industrial relations or social cohesion grounds. The institute says most of its members are not pressing for further legislation, and it is scathing about a number of the proposals.

The idea — proposed by John Major in the citizen's charter — that customers will be able to sue public services over strikes is described by the institute as "wrong in principle", likely to do great harm to industrial and corporate relations, an "unwarranted and unhelpful interference" and likely to "poison" relationships between employers and a union.

The proposal to change the "Bridging" rules of the TUC governing inter-union relations is not supported by industry, the IPM says. The suggested change is likely to be to the "detiment of settled patterns of collective bargaining", and could jeopardise satisfactory developments such as single-union deals.

The IPM says there is no support from personnel managers for any move against changing employer deduction of union contributions, and it says the government's proposal to make collective agreements legally enforceable "does not appear to be a constructive way to conduct industrial relations".

At the launch on Monday, Mr Major's statements will be examined closely for indications that the government, as an important employer, will be improving its record over women — in the Civil Service, for example.

The launch will be given details of research carried out for the programme by the Ashridge Management Research Group, which shows that four key processes are necessary to achieve change within organisations.

They are a demonstration of commitment to change from the top, making sure it runs throughout the organisation, ensuring that behaviour is changed and that proper amounts of resources are invested.

Initiative aims to help women

By OUR INDUSTRIAL EDITOR

FIFTY companies will commit themselves on Monday to improving the position of women in the workforce in an initiative to be launched by John Major. The initiative, called Opportunity 2000, aims to make companies aware of the potential of women in their workforces and ensure that, by the end of the decade, more are in senior positions in government, parliament, industry and business.

Some of Britain's most prominent organisations — public-sector bodies as well as companies — will publicly pledge to endorse the aims of the programme at a launch at Lancaster House, in St James's, London. Companies such as British Airways, the Post Office, the Reed group, the BBC, National Westminster, ICI, J Sainsbury and American Express will endorse targets for women. Some, such as the BBC, will embrace specific, numerical targets, though others will not be as precise.

Lady Elspeth Howe, the chairman of the women's economic development target team of Business in the Community, the private sector-led organisation that is behind the initiative, said

yesterday that the companies included a number of small ones and some companies that were hardly advanced at all in equal opportunities, in order to provide a range of role models for others to follow.

Lady Howe, who has been instrumental in promoting the initiative, said in Harrogate yesterday that Opportunity 2000 was not driven by any philanthropic or idealistic notions of equality, but by business needs.

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Frown and show your profit motivation

Party pooper rolls marbles over the smiling achievers

By PHILIP BASSETT, INDUSTRIAL EDITOR

BEWARE the smiling face. People with the smile factor — bright, articulate, sensitive, likeable, energetic, participative people — are filling the majority of key positions in companies. But they are not good managers — and they are not much interested in making a profit.

This advice was handed out yesterday to delegates attending the Institute of Personnel Management conference in Harrogate by Arthur Miller, an American — inevitably — consultant who is the founder-director of People Management Group International.

After impressing his audience with sentences such as "the marbles each person brings to the party are clearly identified", Mr Miller urged personnel managers to "get behind the smile factor". When they were behind the smile factor, they could make solid selection and promotion decisions.

Personnel managers unable to get behind the S factor, and recognise people's true talents,

were contaminated by — the smile factor. They were failing to recognise the bias that was distorting their results.

Mr Miller said that "leading the list of suspect assessment practices" was "one-on-one" interviewing. In one-on-one interviews, apparently, smile factor people give favourable impressions, and then too frequently do not deliver what they appear to possess.

"High potentials" — the articulate, who confer, describe, discuss, explain, promote and report — may be outstanding personal performers, but they are not necessarily strong in leadership or managerial abilities.

Such a statement clearly cried out for a survey. It was not long in coming. Among smile factor executives, fewer than one in four are motivated to manage, and very few are motivated to lead. Only one in eight could be characterized as a leader. Instead, they have a range of qualities — charisma, self-confidence, extroversion, charm, persuasiveness, energy, dominance, assertive-

ness. But they cannot confront employees about poor performance. They do not want to face up to the unpleasantness of shoddy work or missed deadlines. They are — whisper it quietly — "soft" in their people management".

Worst of all, few smile factor executives are much concerned with making a profit. They place great emphasis on solving problems, on reaching standards, on goals, on finished products, on application of the products, on greater efficiency.

But fewer than 10 per cent are motivated to achieve greater profitability. Broadening that from an issue of profitability to a motivated concern about costs/value, Mr Miller said, numbers go up — but not much.

How many marbles this brought to the party was by now not completely clear. The fishbowl setting gives influencers an ideal opportunity to perform, Mr Miller said. At this stage, people had little choice but to take their marbles away from the party.

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Howard: under attack



ABOUT 100 depositors in the scandal-ridden Bank of Credit and Commerce International, representing almost \$1 billion of lost cash, met at the Barbican Centre, London, yesterday. They called for reform of the depositors' protection scheme and warned the government not to underestimate the backlash from Arab countries to the Bank of England's unilateral decision last July to close the bank (Angela Mackay writes).

Dr Anil Elias, chairman of the

inaugural meeting of the BCCI Depositors Protection Association, said the group would lobby for a bill to amend the Banking Act to better protect depositors.

Depositors were pinned on a visit to Abu Dhabi next week by Douglas Hogg, the foreign minister — the first by a government minister since the Gulf war. Mr Hogg told Dr Elias this week that he would raise the bank's predicament in meetings with government officials which he hoped would include the emir's

father, who is BCCI's biggest shareholder.

The meeting was addressed by lawyers from both sides of the Atlantic who advised on the feasibility of legal action in Britain and America. Members of the association said they did not want their money being whittled away by the cost of ineffectual litigation.

Depositors who had come from Nigeria and Uganda said they were concerned because Mr Hogg was representing only sterling depositors in London.

Pentagon enquiry hurts Attwoods

From PHILIP ROBINSON
IN NEW YORK

WALL Street wiped more than \$100 million off the value of Attwoods yesterday after the waste disposal company confirmed that the Pentagon is investigating irregularities over a US government contract.

The enquiry into Attwoods, whose deputy chairman is Sir Denis Thatcher, husband of the former prime minister, has been going on for more than a year and involves a contract between the US defence department and Attwoods's Florida operation.

The matter was disclosed publicly in documents filed with the American Securities and Exchange Commission six months ago, when Attwoods sold a million American Depository Receipts to investors for \$20 each.

The price dropped 20 per cent to \$10.125 yesterday. Mr Scott Friedlander, Attwoods American general counsel said: "It is a tempest in a tea cup and relates to one dump-truck driver who is still employed in the company."

The probe centres on Industrial Waste Services, the subject of allegations that a senior official in America had links with members of organised crime families.

According to the SEC documents, if any of the allegations prove true, Attwoods could face civil penalties of up to a \$1 million for each fraudulent invoice and criminal punishment of a three-year ban on contracts with the state.

INVERGORDON SHAREHOLDERS

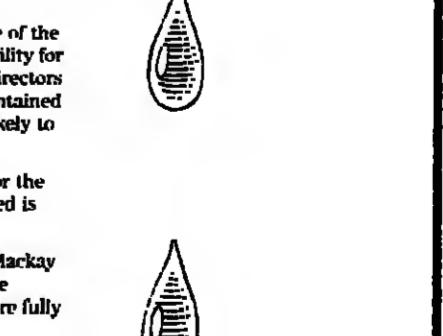
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For information, in confidence,
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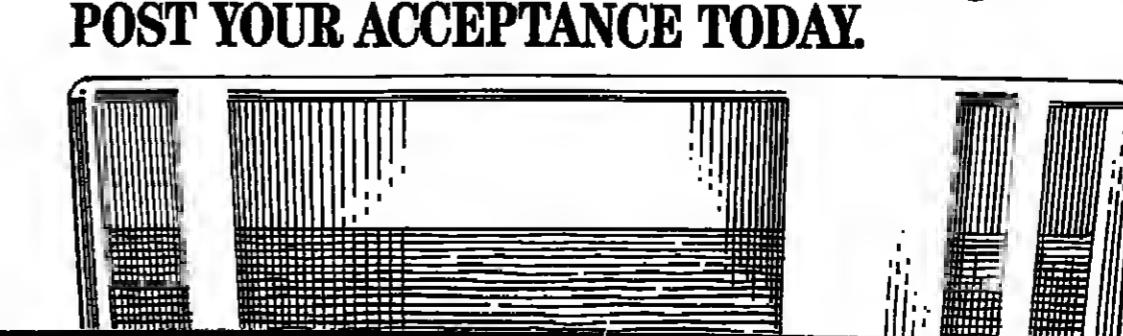


The issue of this advertisement has been approved by a duly authorised committee of the directors of The Whyte & Mackay Group PLC ("the Directors") who accept responsibility for the information contained therein. To the best of the knowledge and belief of the Directors (having taken all reasonable care to ensure that such is the case) the information contained in this advertisement is in accordance with the facts and does not omit anything likely to affect the import of such information.

The issue of this advertisement has been approved by Kleinwort Benson Limited for the purposes of Section 57 of the Financial Services Act 1986. Kleinwort Benson Limited is a member of the Securities and Futures Authority Limited.

*The Increased Offer is final and will not be further increased. However, Whyte & Mackay reserves the right to increase and/or extend its Increased Offer should a competitive situation arise or should the Panel on Takeovers and Mergers so agree, as set out more fully on Page 16 on the Increased Offer Document dated 11th October 1991.

POST YOUR ACCEPTANCE TODAY



TEMPS

Time to cash in on success of Invergordon

PROFITS at Invergordon grew from £5.7 million in 1987 to £22.7 million last year, with a 41 per cent increase to at least £32 million forecast for 1991.

Shareholders, particularly employees who supported the management buyout and subsequent restating, have also done well. A 30 per cent dividend increase is expected this year. The buyout valued Invergordon at £35.1 million and the flotation at £171.5 million. The re-rating, has continued and Whyley & Mackay's 275p-a-share cash bid values the target at £350 million.

Success engenders loyalty, which explains why Invergordon, led by Chris Greig, and profits are to decline. To have proved such a hard nut to crack. But W&M has still managed to build up a 36 per issue, 31, the largest single cent shareholding suggesting shareholder with 25 per cent, and more detached view of the 5 per cent of the shares held by the founding family are being sold cum rights.

The big worry is that an implied operating margin of 40.8 per cent this year, up like being well supported. The cash raised will reduce perceived as a weakening gearing from 126 per cent to market, will be difficult to 34 per cent and will allow the company to resume its financial policy of acquiring and converting busi-

ness in Britain, yet this commitment to hold the final probably accounts for less dividend at 10p must also be 25 per cent of sales. The help, even though market balance is mostly built on forecast suggests the full payout will be barely covered.

Pre-tax profits in 1991 will dip to about £6 million, but this should represent the trough in the advertising market and will only include a one-month interest benefit from the issue. Followers of the group are pencilling in 1992 profits in the range of £10.25 million to £12 million, giving earnings of 21p to 24p and a forward multiple of 10 or 11 times. There are no quoted direct competitors for comparison, but the rating is at a handsome discount to the market. The rights should be taken up.

*Denotes midday trading price

More O'Ferrall

ON THE face of it, the £13.4 million one-for-four rights issue from Mire O'Ferrall, the outdoor advertising contractor, looks like just the sort of cash call the City does not like at present. There is no specific acquisition to finance, the company has high gearing it needs to reduce, and profits are to decline. To

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Even so, the issue looks like being well supported. The cash raised will reduce perceived as a weakening gearing from 126 per cent to market, will be difficult to 34 per cent and will allow the company to resume its financial policy of acquiring and converting busi-

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Greig: growing profits

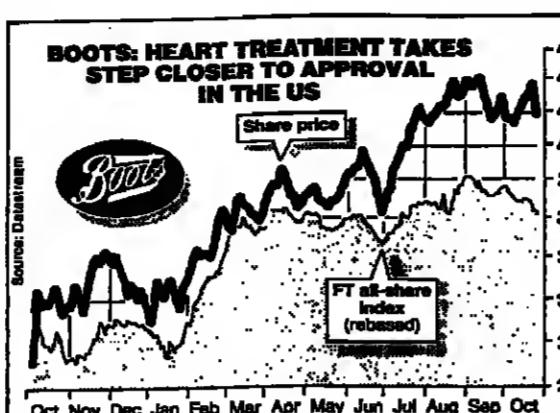
British Aerospace rights gloom depresses prices

THE controversial £432 million rights issue by British Aerospace continued to hang like a cloud over the City with the underwriters apparently now convinced that they will left to pick up the bulk of the issue. This was one of the reasons for a nervous wait to see if the company will be left with the underwriters after the failure of the Hillsborough rights this week.

The FT-SE 100 index ended 13.6 lower at 2,514.7, a fall of 40.3 on the two-week account. BAE fell a further 12p to 363p and now stands at a 17p discount to the terms. Several brokers predicted that more than 70 per cent of the issue will be left with the underwriters after the failure of the Hillsborough rights this week.

The institutions that underwrote the issue are now becoming increasingly worried about the size of the sums they will have to commit to BAE. Despite last-minute lobbying to pursue fund managers to support the BAE issue, it appears that many of them have ignored it. They believe BAE will still have to ask its shareholders for even more money at some stage and that a rights issue failure will depress the price for a long time to come.

Some chart analysts are claiming that the price will continue falling and that the



next support level will be at 336p. If that fails to hold, it could drop as low as 280p before rallying. The lack of enthusiasm by the institutions has also convinced private investors to ignore the

received a boost in its £1.5 billion battle for Hawker Siddeley. Guardian Royal Exchange, one of Hawker's biggest institutional shareholders, sold its holding of 7.5 million shares, or 4 per cent

British Telecom fell 5p to 377p and could soon be in danger of losing its title as Britain's biggest publicly quoted company. At last night's close, it was valued at £23.1 billion, but is now being challenged by Glaxo, capitalised at £21.7 billion after yesterday's sharp rise in its price. Similar performances by both on Monday could establish Glaxo as the new No 1.

issue. The absence of another to BTR at 710p a share. The news sent Hawker sliding 11p to 717p.

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£1,995 FHLD. NEVER ANY PLANNING TROUBLE ABOUT THIS HOUSE. It's exactly like its neighbours, & nobody could ever accuse it of being original, interesting or even attractive. All too solidly built in '05. Aircraft Executive & artist son have done best with tasteful interior. Mod. bathrm. 2 good rec. rooms. 3 nice bedrms. B'fast rm. Kit Recently redec. & re-plumbed. The gdn looks horrible, but so would you if you'd been neglected for 20 yrs. A fantastic bargain for the lower economic classes who don't take this sort of paper, but perhaps in the course of a fish supper...

IT REALLY MEANS SOMETHING SOCIALLY TO LIVE IN A FILTHY OLD GEORGIAN HOUSE IN FASH ISLINGTON. Liverpool Rd, N.1. is one of the filthiest we have had for a long time & must be a bargain. Base: 2 rms 15 x 12 & 12 x 10. Grnd: Front rm 16 x 10 & even a bathrm! Rear: STUDIO 2 intercom rms 30ft & W.C. All a *real* artist needs. 1st flr: 2 rms wld make Grand 24 ft Draw rm. 2nd flr: 2 rms 15 x 13 & 11 x 11. Also 2 storerms. If you've ever wanted to live on the Set of a Sean O'Casey play, here's your chance. PATHETICALLY CHEAP £9,955 EVEN TRY OFFER.

£2,990 ! ONE OF THE POSHEST PARTS OF LONDON. Rembrandt Close, Holbein Pl., S.W.1. In the rich environs of Sloane St. New ('62) Town House. 24ft. split level drawing rm., well fit. kit., 4 bedrms., fit. wrb., 2 mod. bathrms. Elec. CENT. HEAT. GARAGE. Our client Captain X, a rich, well connected youngish Conservative says quite frankly the house isn't good enough for him & as money doesn't really interest him he'll take a nominal £2,990 from the first decent chap whose face fits. Lse. 13½ yrs. ONLY £600 p.a.

ACTUALLY in corner of BEAUTIFUL RAVENSCOURT PARK, W.6; HARRY LOCK instructs us to sell his historic REGENCY (1805) WILLOUGHBY HOUSE (Charles Laughton lived here). Don't be misled by the exterior, its worse inside. But anyone prepared to decorate has the chance of a GREAT BARGAIN. A fine staircase, Spacious drawing rm. Dining rm/Kit. 6 bedrms., bathrm. PLUS magnificent 24ft. STUDIO formerly used by famous ACADEMICIAN. Gd. GARDEN. A rather eerie basement could be sublet but, say Council 'Not to human beings.' Only £8,990.

ONE OF THE FILTHIEST HOUSES I'VE SEEN FOR A LONG TIME. A crumbling corner PERIOD RES. There are many things that can be said about FASHIONABLE PIMLICO: Dingy, for instance. 9 rms (Some quite fine altho' they've kept coal in a bedrm & the Drawing rm chimney piece is sprawled across the flr.) Built in an age of elegance, contemporary I should think, with Emperor LOUIS PHILLIPE, to restore it is about the only challenge left to a rich young couple today. ONLY £8,450. Lse 80 yrs. G.R. ONLY £70.

HAIRY ADMAN forced sell modernised (thousands spent) PERIOD RES Broom Close, TEDDINGTON. STUDIOS. CENT. HEAT. Clkrm. Elegant Draw rm to gdn of roses, lawn, secund vine black grapes, ancient pump on wall & well. Din rm. 5 DBLE Bedrms, 2 BATHRMS one Psychedelic. New Superlux kit: a little of the gilt gone since the chip pan burst into flames on the split level cooker: b'fast bar. Secret trap dr to basement playrm/adult rumpus rm & other rms. (S/c FLAT for general sub-let?) GARAGE. BARGAIN £12,955 FHLD.

LAMBETH. FASHIONABLE ADDRESS with just enough proles to do the dirty work, give the place character & keep food prices low. Lady from The Office of Works & Gentleman whose firm built the first flying machine to cross the Atlantic, an all wood hand-cranked washing machine, have, for 30 yrs., lovingly preserved this spotless fin de siecle Fmly. Res. Draw rm., comfortable din. rm., 5 bedrms, dress. rm. or single bedrm., bathrm., tiny nursery kit., b'fastrm., kit. to paved gdn. 2 warm inside lavs. & a perfectly good servants' one - outside. AN AWFUL LOT OF HOUSE FOR NOT MUCH MONEY. £8,255 FHLD. TRY ANY OFFER.

DERELICT DOSS HOUSE FASHIONABLE PIMLICO (will now only sell to gentle-people for single-fmly) 3rd Flr: 3 Bedrms. 2nd Flr: 1 big & 1 small dble Bedrm. 1st Flr: huge 'L' draw rm over 30ft lurking behind old newspapers, quite a charming early 19th Cent chimnypce. Rm at rear wld make bath-dress rm. Grnd Flr: 2 rms thrown into one abt 30ft. Rear rm (grnd flr Kit?). Basement - Horrible! (3 rms - all right. I suppose, if tarted up. Back yard with patch of earth & an outside lav which put the skivs firmly in their place on a cold wet night. Dirt cheap at £12,995. Bring your own torch.

FASHIONABLE PIMLICO. Early VICTORIAN TOWN HOUSE of 9 rms., 3 with pretty grim baths stuck in corner. Decorative defects include a fine growth of fungus on the wall of ground floor rear room. The first floor 27ft. drawing rm. is marred by the marble mantelpiece which has left its moorings and is sprawled across the floor. A fussy purchaser would presumably have the gaping hole in the top bedrm. ceiling - open to the sky - repaired. Lse. 80 yrs. G.R. £70. ONLY £8,650.

FASHIONABLE CHELSEA. Untouched by the swinging world of fashion, an early-VIC. lower-middle-class family dwelling, which has sunk to a working-class tenement (2 lousy kits. & 3 sinks). The decaying decor lit by "High Speed Gas." 6 main rms. & revolting appurtenances which cld. be turned into bathrm. & kit. I saw a bare-footed schoolgirl (or student teacher?) sweeping filth from rusty barbed wired playground (it's behind Limerston St.) through holes in the wall into the small back gdn. (sic) of this house - so the first thing to do is to fill in the hole. A few doors away new houses sell for over £18,000 & tarted-up twin houses to this one make almost double the modest sum asked for this dump. Lse. 51 yrs. £8,550 and try offers. G.R. £70.

FABULOUSLY FASH PIMLICO. Wonderful opportunity to secure this DESIRABLE RESIDENCE which has everything - dry rot, a settlement, filthy decor, running cold water - sometimes where it was intended, the soft glow of gas lighting & general air of decay which is irresistible to the softened scions of the bourgeoisie, who have never had it so good/bad. Basemnt: Front rm, damp wall & tiled slab chimnypce. Back addition rm with bath & geyser. Grnd Flr: Front rm with ceiling rose & original chimnypce. Small kit with aboriginal mini range. 1st Flr: "L" Drawrm with intercommunicating doors & original chimnypces painted over. 2nd Flr: Front dble bedrm with a hole in the ceiling. Rear single Bedrm. Tiny garden with struggling sycamore; indicating that nature can overcome the folly of man - maybe. SACRIFICE £14,500. 80 yrs. G.R. £90. Sayed Yousuf Mahmoud Bey will graciously admit you on Sun between 2.30 & 5.

FILTHY OLD HOUSE - FASHIONABLE CHELSEA - Preserved as of Architectural Interest - God Know's Why. Providing you have enough patience and cash wld make: 3 bedrms. 27ft L-drawing rm. a dining room, 1 or 2 bathrms., kit. The horrible patch of weed, refuse infected earth behind wld make a lovely - Gdn - maybe. Lease, 51 years. G.R. ONLY £80. A gift at £8,550.

£6,550 FHLD TRY ANY OFFER! All too solidly blt fin de siecle fmly res. "Not too desperately ugly" said University Lecturer in Psychology who has come to terms with life. "A Freudian might like it." Modernised & produces abt £1,100 p.a. as 4 furnished flats/flatlets: cld revert. Drawrm. Formal Dinrm/Library/5th bedrm. 4 Bedrms. 13ft 8 B'fast rm. Mod b & k. Glazed sunrm to gdn, overgrown lawn, flowers, plum tree. Green vista o'er Playing Flds. 2 min walk Stn LEYTONSTONE. 16 min L'pool St, 27 min Oxford Circus.

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FASHIONABLE CHELSEA. Shalcomb St. Early Vic PERIOD RES: end of terrace - you get a bulge thrown in. 8 big & 4 smaller rms. Some drs nailed up but can see 1st flr 27ft dble Draw rm, fine Period chimnypce lurks behind hardboard. Plumbing teeny bit primitive: skiv's chamberpot-scouring-sink offlanding. Surprisingly Garden has saplings & emergent corms. 51 yrs. GR £90. Sacrifice £13,995 including lino on stairs. A good position in Society will enable you to fit in here: rather than more wealth. (Suggest you take hammer with claw if you want to see all the rooms).

ONE OF THE OLDEST & MOST LUCRATIVE PROFESSIONS IN THE WORLD. A CHELSEA ANTIQUE BUSINESS specialising in the sale of dwarf Frenchy tables for the Knightsbridge élite to perch their tely on. SHOP & 2 small rear rms. SILLY SACRIFICE £1,475. Lse 11 yrs. Rent only £250 p.a.

CHESTER SQ. BELGRAVIA. Under its mantle of dust & dirt this is a very fine house; there is even an air of aristocratic decay about the broken passenger lift. "I'm afraid the lift is out of order we'll have to walk up . . ." cannot fail to impress your guests. 5 principal bedrms., 2 staff rms., plus 3 attic rms., magnificent, vast "L" shaped 1st flr. drawing rm., about 35 ft., fine large dining rm., solid mahogany doors, study, a frightful old kit., 3 old fashioned bathrms. I suspect that under the grime, this eminent Banker's house is pretty sound; but better get a good surveyor. LONG 41 yr. lse. G.R. ONLY £100 p.a. Say. £19,995 but try any offer; owner might take a low price from deserving, but impecunious, young couple. Viewing Sunday 3-5. Knock 4 times.

FROM 1950 to 1970 the Sunday newspapers were enlivened by an estate agent. Thousands turned to Roy Brooks classifieds before checking to see if a world war had started. Such is the power of the acerbically written word. Invest in newspaper advertising. If it can sell a derelict doss house in darkest Pimlico, it can sell anything.

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No.	Company	Group	Gain or loss	High	Low	Company	Group	Gain or loss	High	Low	Company	Group	Gain or loss	High	Low	Company	Group	Gain or loss	High	Low
				Bid	Offer				Bid	Offer				Bid	Offer			Bid	Offer	
1	Endox	Chemicals, Plas.		100	99	200	Plastim		100	99	200	Plastim		100	99	200	Plastim		100	99
2	Voles	Electricals		100	99	200	Power Grid		100	99	200	Power Grid		100	99	200	Power Grid		100	99
3	Delgetv	Food		100	99	200	Steel Corp		100	99	200	Steel Corp		100	99	200	Steel Corp		100	99
4	Glynn	Industries E-K		100	99	200	Unisys		100	99	200	Unisys		100	99	200	Unisys		100	99
5	Hickson	Chemicals, Plas.		100	99	200	Westinghouse		100	99	200	Westinghouse		100	99	200	Westinghouse		100	99
6	Brixton	Property		100	99	200	Wells Fargo		100	99	200	Wells Fargo		100	99	200	Wells Fargo		100	99
7	GKN	Industries E-K		100	99	200	Wimpey		100	99	200	Wimpey		100	99	200	Wimpey		100	99
8	Armour	Industries A-D		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
9	Whitbread 'A'	Breweries		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
10	Pendragon	Motors, Aircraft		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
11	Amec	Building, Roads		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
12	Microsys	Electricals		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
13	First Leisure	Leisure		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
14	MPEC	Property		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
15	TI	Industries S-Z		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
16	Body Shop	Drapery, Stores		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
17	Aston	Drapery, Stores		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
18	Fine Art Dev	Drapery, Stores		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
19	Cable Wireless	Electricals		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
20	Greycoat	Property		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
21	Glossco (MJ)	Building, Roads		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
22	Hopkinson	Industries E-K		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
23	Burnham Castrol	Oil, Gas		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
24	Sidlaw	Industries S-Z		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
25	Allied Lyons	Breweries		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
26	Woodside	Oil, Gas		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
27	Capita Gp	Industries A-D		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
28	Life Sciences	Electricals		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
29	Radiant Metal	Industries L-R		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
30	Wacc	Paper, Print, Adv		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
31	Blacks Letts	Drapery, Stores		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
32	Scoti TV	Leisure		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
33	Lucas	Motors, Aircraft		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
34	DMI	Industries E-K		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
35	Flynn	Chemicals, Plas.		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
36	Bodycode	Industries A-D		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
37	Wassall	Industries S-Z		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
38	Vodafone	Electricals		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
39	P & P	Electricals		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
40	News Corp	Newspapers, Pub		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
41	Penland	Industries L-R		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
42	Wholesale Fittings	Electricals		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
43	Tinstall	Electricals		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
44	Time Products	Drapery, Stores		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99
45	Times Newspapers Ltd	Daily Total		100	99	200	Witco		100	99	200	Witco		100	99	200	Witco		100	99

Please take into account any minus signs

After weeping and gnashing their teeth over the cost of lowering the retirement age for men, the vast majority of companies that have equalised the pension age in the past 15 months have decided to make women work on.

This week, the CBI reported that eight out of ten companies that have introduced an equal pension age have made it 65. The same organisation has been to the forefront in declaring that the end would be nigh if back-dated equality were thrust upon them by European courts.

The cost of bringing in a retirement age of 60 for all would have been £40 billion, the pensions industry has claimed. Even though their fast footwork has moved the retirement age for a large proportion of working women, they are still not satisfied.

The reason for all this upheaval is the Barber judgment, which decided that pensions were the equivalent of pay and therefore should be treated

equally for men and women. The European Court has to decide if the judgment should be retrospective.

The administrative cost of dealing with individual claims from retired members or former employees with deferred pension rights would be crippling. The only real option would be to change retrospectively the benefits of everyone already receiving pensions and of former employees with deferred pension entitlements.

Time will tell, but judging from the way company pension schemes are currently administered, many companies might decide to risk the extra cost of dealing with individual claims, making calculated guesses on how many people will leave the change and realise that it could affect them. Companies can be sure that a proportion of them

will be unable to find the relevant funds.

Pension fund trustees frequently talk about money they have for pensioners who cannot be traced. This occurs particularly with employers who have gone out of business. People with small entitlements have letters returned "not known at this address" and give up the struggle.

Trustees know they have large sums belonging to such former employees. One such trustee, who acts for a dwindling number of pensioners but is guardian of a large pot of money, worries what

he will do when his last pensioner dies. Who will get the money, be wonders?

Pension fund members might have more sympathy with those running their schemes if they did not recall the pensions holidays awarded by companies to themselves, but not to members, to use up surpluses. The plundering of cash-rich funds after a takeover does not go down well with members either. The supporting of a company's share price by its pension fund has not won the industry many friends, nor has pension funds' willing-

ness to buy and lease back buildings the employer owns.

Until the equality issue is settled once and for all, the calculations of what this might cost will continue to increase. Meanwhile, too many women are being asked to sign away future rights without compensation.

Flexible terms

The 30 per cent reduction in term rates and pension term rates on all new policies issued from next Friday by NM Financial Management must be welcomed for its realism. The company recognises that young families on tight budgets need term insurance more than investment-linked products and that it should be cheap and flexible. It is far better to sell a father or mother £100,000 of

cover for £10 or £15 a month, which will pay out should they die prematurely than to sell them an investment policy they cannot afford.

The new rates are most competitive for younger age groups and policies can be converted from ones that only pay out upon death to investment funds which pay out whatever happens in the course of the term. NM says it wants to provide simpler products for the family protection market.

The company knows from its Australian owners' experience that you can win a loyal clientele by helping people when they need it most. As they prosper, they remain loyal.

Too many people are chasing the high net worth individuals and too few are willing to spend time serving those starting out. There is no need to worry too much about the company's salesmen. They will still have an all-singing, all-dancing, high commission, earning universal policy in their range.

Subsidies range from investments to health and forestry

Tax relief drains Revenue funds

MASSIVE subsidies are being paid to taxpayers, which, if abolished, could cut the basic and higher rates of tax substantially. Billions of pounds are lost to the Inland Revenue through relief given on a range of investments from personal equity plans (Peps) to tax exempt special savings accounts (Tessas).

Investment groups are already beginning to lobby for more tax breaks in next year's Budget. The Policy Studies Institute this week outlined a scheme to pay housewives' and employers' contributions on company schemes the equivalent of 7p in the pound on tax.

Tax relief on health care premiums for the over 60s

seemed briefly threatened this week, but official sources say the concession, which costs £60 million a year, is safe.

Mortgage tax relief is estimated by the Treasury to cost £6.5 billion this year, but it will be far outstripped by the subsidies on personal and company pensions. These cost £12 billion in 1989-90, according to Treasury statistics, and the figures for 1990-1, which are due to be published next month, are expected to show a big increase. The subsidy on employees' and employers' contributions on company schemes is £5.7 billion. The relief on personal pension contributions costs £800 million.

In addition, the payments given to 4 million people who have left the state earnings-related pension scheme and taken out a personal pension cost the equivalent of a 1.5p cut in basic rate tax, the Public Accounts Committee calculated. The incentives and rebates

cost £9.3 billion compared with savings of £3.4 billion. Because the take up was much higher than expected, some benefits that used to be paid from the National Insurance Fund had to be switched to general taxation. This meant an extra £1.8 billion was borne by general taxation. By April 1993, it is expected to cost £800 million more in tax relief.

Abolishing tax relief on pension contributions would allow basic rate tax to be cut to 20p in the pound, Philip Chappell, an investment consultant, said. Mr Chappell, who is consultant to the Association of Investment Trust Companies, called for an end to the subsidy in a speech to the Association of Investors this month. He argued that higher rate tax could also be abolished if these tax concessions were ended. "Why has the full extent of pension fund tax relief never attracted the same attention as mortgage tax relief? It is the rich that are the principal beneficiaries," he said.

Next week, the Unit Trust Association will submit its Budget requests. These will include a doubling of the amount that can be invested in unit trust Peps. Currently, only £3,000 a year can be invested in unit trusts and investments trusts through a Pep, although new investment trusts can invest up to £6,000 in a Pep.

The tax-free plans already account for about 20 per cent of net unit trust sales and the association has looked on jealously as the M&G investment trust has attracted £246

million for its new investment trust — half of which has gone into its personal equity plan.

This year, investment in Peps is expected to cost £45 million in lost income tax. There are no estimates for the lost capital gains tax.

The UTA also wants interest on fixed-interest funds to be paid gross, bringing them into line with the rest of Europe. This would have a nil cost to the Exchequer, Philip Warland, director general of the UTA, said. The British companies could not compete in Europe if tax continued to be deducted. No French investor would consider a British fund if he or she had to claim back tax deducted from the Inland Revenue.

Employee share schemes cost £330 million in lost tax in 1989-90. The breakdown is £120 million for share option schemes, £110 million for profit-sharing schemes and £100 million for save-as-you-

earn schemes.

Tessas are expected to cost the Revenue £25 million in 1990-1 and £200 million in the current financial year.

Business Expansion Schemes, which have tax incentives to invest in fledgling companies and an exemption from capital gains tax, are estimated to have cost £120 million in income tax in 1990-1. The Revenue has no statistics for investing in enterprise zone trusts, which offer similar tax benefits for investing government-designated zones.

All life assurance policies sold before the 1984 Budget qualified for tax relief on the premiums at half the basic rate of tax. New policies do not have this benefit but those bought before midnight on the day of the Budget can continue to receive the relief. This cost £373 million in 1987-8, £489 million the following year and £378 million in 1989-90.

TAX relief is available on pension contributions up to defined limits. Most employees pay about 5 per cent of their annual salary into their company scheme, but the Inland Revenue allows them to make additional voluntary contributions up to 15 per cent and receive full tax relief at their top rate. The maximum that can be paid into a scheme by an employee and earn relief this year is £10,710, which, to a higher rate taxpayer, is worth £4,284.

Personal pensions have higher tax relief levels. Up to the age of 35, planholders can invest up to 17.5 per cent of their income a year. The limit then rises until the age of 61, when 40 per cent of income can be invested with full tax relief. This would allow someone earning £71,400 — the salary ceiling for relief this year — to put £28,560 into a plan. This is worth £11,424 to a higher rate taxpayer. Those who have not invested in their plans up to the limits in recent years can carry back the unused tax relief for up to six years. This could enable someone to receive tax relief in one year of more than £50,000.

Employees can take a tax-free lump from their company pension scheme up to 1.5 times their final salary. The self-employed are limited to 25 per cent under new style personal pensions but could receive £150,000 or even more with the old style pension plans. In addition, the investments in pension funds are free of tax.

Employee schemes can also pay a death in service benefit of up to four times annual salary. The maximum that can be paid is £285,600. This will usually escape inheritance tax as the trustees have discretion on which beneficiary should receive the sum.

Concessions boost value of pensions



Investors have choice of rebates

THE savings available through tax relief can amount to thousands of pounds per person. The following is a breakdown of the options available to investors:

Business Expansion Schemes allow people to invest £40,000 a year and receive tax relief on the investment. This means that the maximum investment costs a higher rate taxpayer £24,000 and a basic rate taxpayer £30,000. Since April last year, both a husband and wife can invest the maximum.

If the shares are held for five years, any gains are free of tax. About 30,000 investors are likely to receive tax relief this year. The number has increased up to 50 per cent in the past year with the launch of guaranteed assured tenancy schemes. There are no figures for how many people receive tax-free profits.

The maximum that can be invested this year in a Pep is £6,000. Up to £3,000 of this can be invested in unit trusts or investment trusts. The plans do not have initial tax relief but are free of income or capital gains tax.

The Inland Revenue says that 500,000 plans were taken out last year, with a total of £1.6 billion invested. They

were launched in 1987 and by April, 1.5 million plans with a total of £3.9 billion had been invested in the plans.

Official statistics put the loss of income tax at £45 million for this year but makes no estimate of the amount of gains avoiding tax. Save & Prosper estimates that had Peps been available ten years ago, a basic rate taxpayer investing £3,000 in its high income fund would have saved £2,419 in income tax.

The plans are free of income tax if none of the capital is withdrawn over a five year period. The Inland Revenue estimate that the cost this year will be £200 million.

Tessas, launched in January, attracted more than £6 billion from 2.5 million savers in the first six months. Investment then slowed almost to a halt as the accounts are limited to one per adult with a maximum of £3,000 in the first year, £1,800 in subsequent years and a total limit of £9,000.

The plans are free of income tax if none of the capital is withdrawn over a five year period. The Inland Revenue estimate that the cost this year will be £200 million.

Investing in forestry is tax free. There is no capital gains tax or income tax charged on the income or profits made from such investment. There are also government grants to pay for planting. The Inland Revenue has no estimates on what these concessions cost each year.

Shares issued under approved profit sharing schemes are tax free if transferred to employees five years after they have been allocated. The value of the shares allocated should not exceed £3,000 or 10 per cent of the employee's earn-

ings up to £8,000. Under the save as you earn scheme, up to £250 a month can be saved towards buying shares at a discount. The share price is set at the start of the five year period and can be up to 20 per cent less than the market price then. Employees can buy the shares after five years at what might be a substantial discount without paying any tax on the benefit. If they sell them and make more than £5,500 profit, capital gains tax may be payable.

From January next year, employers will be able to grant share options to selected employees at a discount of up to 15 per cent. This will be allowed only if the company has an approved all-employee share scheme.

The plans are free of income tax if none of the capital is withdrawn over a five year period.

The Inland Revenue estimate that the cost this year will be £200 million.

Investments of up to £200 a year can be made in the tax-free funds of friendly societies.

The Inland Revenue has no estimates of the loss to the Exchequer through such investments.

The interest on mortgages up to a £30,000 limit qualifies for tax relief for a person's main home. This is most valuable when interest rates are high. In May, when basic mortgage rates were 12.95 per cent, the Treasury estimated the cost this year would be £6.5 billion.

The estimate compares with £7.8 billion last year, when higher rate relief was allowed. This was abolished in this year's Budget affecting 860,000 people. About 9.5 million households benefit from mortgage tax relief.

The ceiling for the tax relief has not been raised since 1983 when it was increased to £30,000. Before the 1974 Budget, there was no limit.

The ceiling for the tax relief has not been raised since 1983 when it was increased to £30,000. Before the 1974 Budget, there was no limit.

Policies must not pay out more than £5 a day in cash benefits to patients in hospital if they are to qualify for the relief. Basic rate relief is deducted from the premiums and higher rate relief is given in the policyholder's tax code.

Policies must not pay out more than £5 a day in cash benefits to patients in hospital if they are to qualify for the relief. Basic rate relief is deducted from the premiums and higher rate relief is given in the policyholder's tax code.

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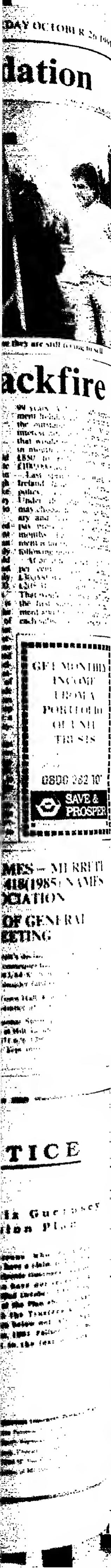
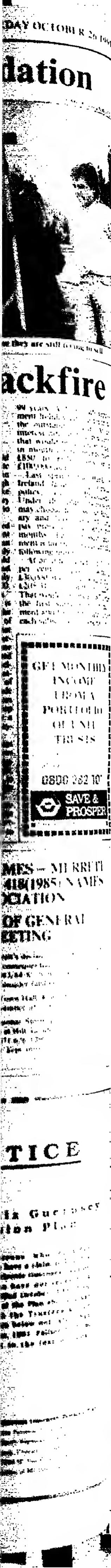
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Fixed-term bonds may become less competitive as rates fall

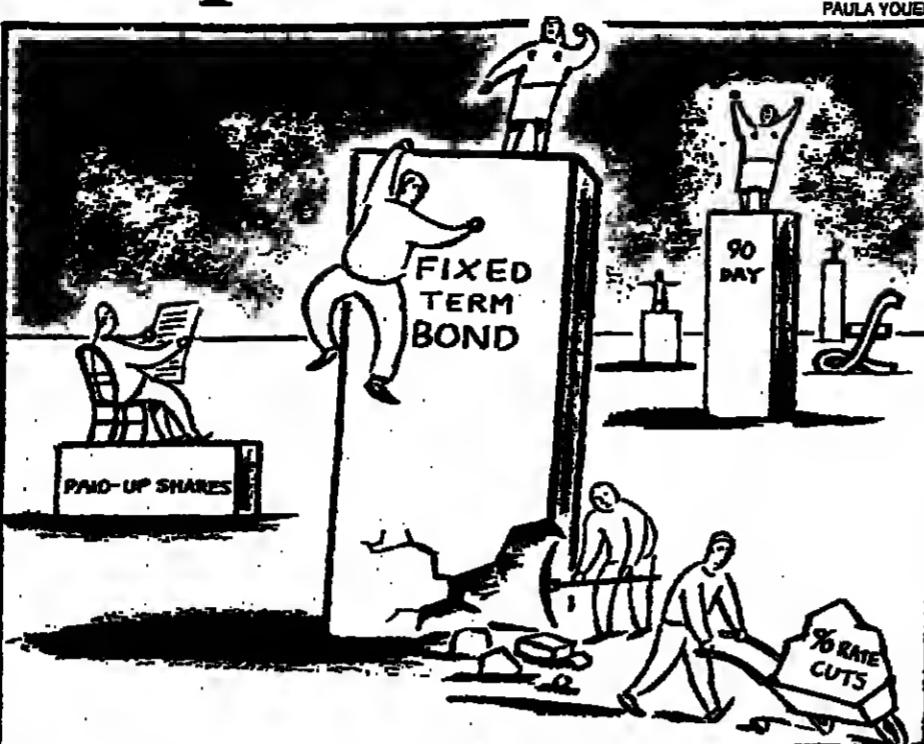
By SARA MCCONNELL

SAVERS transferring money to receive the best rates in a falling market need to beware that many guarantees on offer will not mean their account remains the most competitive. A large number of fixed-term bonds guarantee to pay a fixed percentage above a building society's ordinary share rate. When the accounts are launched, the rates are generally higher than the guarantee, but they fall with each cut in interest rates.

Should the interest rates fall to the minimum level guaranteed, in most cases, the return would be poor.

As interest rates continue to fall, savers are earning less on their bonds. This is particularly painful for those with bonds where the rate was fixed at the beginning of the term, then changed to a guaranteed minimum above the paid-up share rate. Several societies, including the Chelsea and the Skipton, have such bonds.

Last month, the Chelsea launched its 2 Year Option Bond with a minimum of £5,000 and a fixed rate of 9.15 per cent net, 12.2 per cent gross until January 1 next year. After this, the rate is variable but guaranteed to be



at least 6 per cent gross, 4.5 per cent net above the Chelsea Shares rate until the bond matures on November 30, 1993. However, recent cuts in interest rates have brought the shares rate down to 2.4 per cent net, 3.2 per cent gross.

The bond is paying 6.9 per cent net, 9.2 per cent gross. Societies say they will almost always pay more than the guaranteed minimum to avoid losing customers.

The Chelsea building society said: "We had to pick a

minimum figure to give our investors some sense of security. In our brochure we say that the gross rate paid on the bond will be aligned with market rates for 30 day accounts. This will be higher than the shares rate because

the more notice people have to give to withdraw their money, the higher the rate is."

The society has not yet launched a 30 day account because it is waiting to discover what others will be paying. A 30 day account has been chosen because it has the same notice period as withdrawals from the bond. However, even the best 30 day notice accounts pay a substantially lower rate than the fixed bond.

According to *Building Society Choice*, the magazine, the best 30 day rate on £5,000 is 9.8 per cent gross, 7.35 per cent net from Teachers building society in Wimborne, Dorset. The Bradford & Bingley's Option 1 month account pays 9.25 per cent gross, 6.94 per cent net.

The Skipton building society's Optimum bond has a similar structure to the Chelsea's. Until June 30 this year, the rate was fixed at 15 per cent gross, 11.25 per cent net. The rate is now held 5 per cent higher than the society's paid-up share rate until the bond matures in March 1993. The paid-up share rate at the moment is 2.82 per cent net, 3.75 per cent gross. When the bond was launched in March 1991, the rate was 4.5 per cent net, 6 per cent gross. Now, the Optimum bond pays 8.32 per cent net, 11.1 per cent gross.

David Charlton, Skipton's assistant general manager (marketing), said: "People get the benefit of the high fixed rate at the beginning, then if we can say the guaranteed rates on the bond are competitive with 90 day accounts, that's what we have to look for." The Skipton's 90 account pays 7.68 per cent net, 10.25 per cent gross on balances of £5,000. The bond has a 30 day notice period.

Other societies, such as the Halifax, whose one-year Capital Xtra bond closed in April, do not have a higher initial fixed rate. However, the rate was guaranteed to be 5 per cent above the Paid Up share account rate. When the bond was launched in November 1989, the paid-up share rate was 6.5 per cent net and the bond rate was 11.8 per cent. By the time the last bonds matured in April this year, the rate had fallen to 4.13 per cent net, 5.5 per cent gross and the bond was paying 9.3 per cent net, 12.4 per cent gross.

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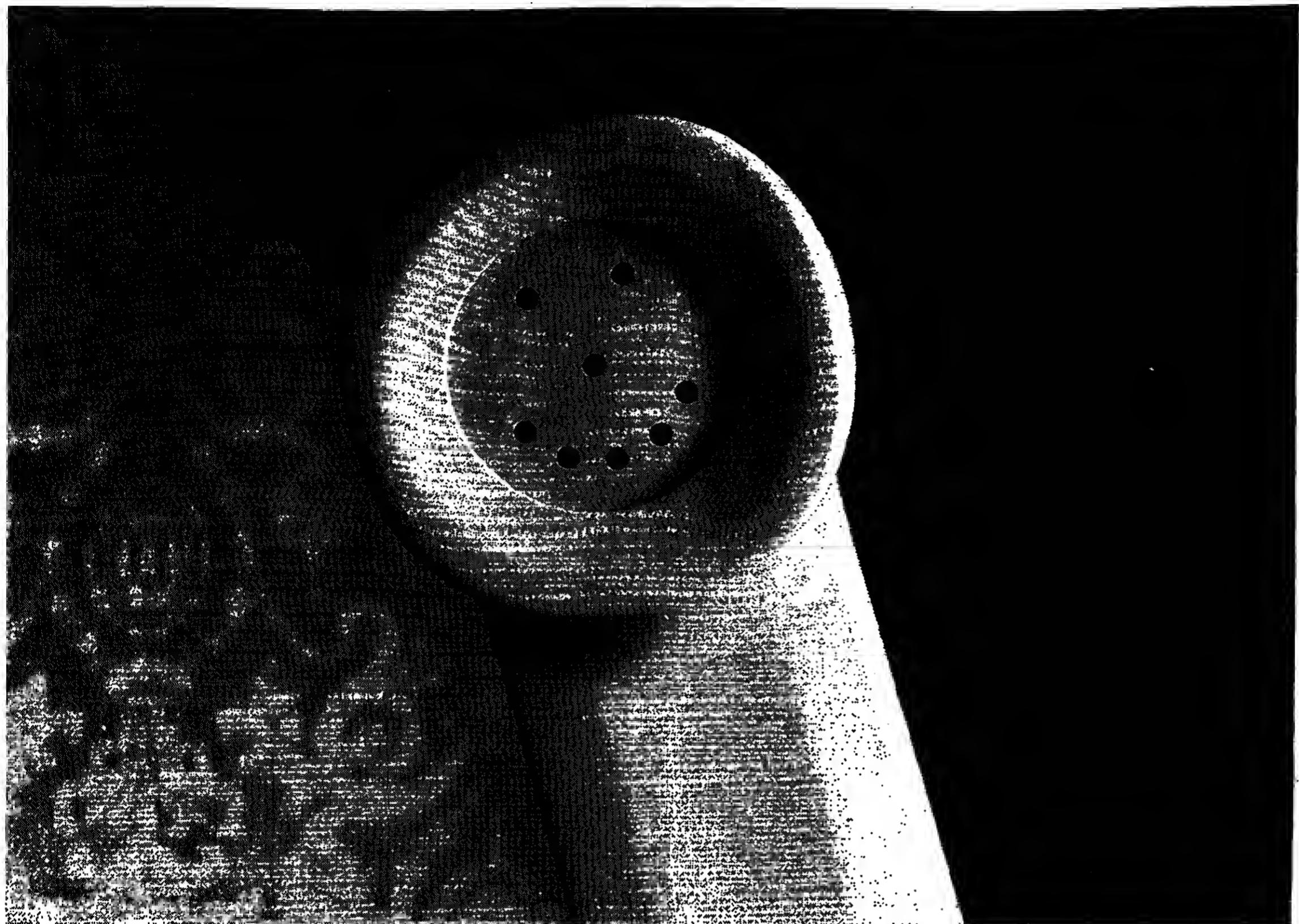
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Selling part of their home unlocks income for elderly

By SARA MCCONNELL

A SCHEME that enables elderly people to sell part of their home in return for an annuity that provides a monthly income has been launched by Hinton & Wild, the home income plan specialist, together with Carlyle Life.

The Renewable Home Income Plan means a homeowner sells whatever proportion of a property he or she chooses to Carlyle Life. The property is held in the joint names of the original owner and Carlyle Life. The minimum proportion is, initially, £15,000. The maximum depends on the property's value and the homeowner's age but is usually between a quarter and a half of the value of the property.

The sale buys an annuity that varies depending on the age and sex of the planholder but pays a guaranteed monthly income for five years. The level of income from an annuity is higher for older people because insurance companies have to pay out for a shorter time. Women receive smaller incomes than men because statistics show that they live longer.

After five years, a property is revisited. If the value has gone up, the income will rise correspondingly. If the property is worth the same or less than before, the income level is determined by the proportion of the property committed to the plan. Whatever that proportion might be, the planholder has the right to live in the property for life.

Hinton & Wild said a woman aged 75, living in a home worth £75,000, would receive an income of £3,000 a year for five years if she sold 39 per cent of her home to Carlyle Life. If the property was worth the same after five years, and the woman chose to sell another 29.1 per cent of it, the £21,825 released would buy an annuity paying £3,000 a year for five years. If the value of the property had increased to £95,000, selling 29.1 per cent would provide an income of £3,800 a year for



Five-year plan: Frances Elliot is swapping part of her bungalow for an income

five years. Unlike plans that rely on income from an investment bond to pay off a mortgage secured on the property, the Renewable Home Income scheme offers a guaranteed level of income. Homeowners do not have to take out mortgages as part of the plan so there is no danger of repossession.

Frances Elliot, aged 80, a former headmistress who lives in Stourbridge, Worcestershire, is the first person to take up the new scheme. She has opted to sell 46 per cent of her £75,000, two-bedroom bungalow to Carlyle Life. The £34,500 realised will buy an annuity paying her £5,000 a year for the next five years. She will continue to own the other 54 per cent of her home.

Miss Elliot said: "I have no children or close relatives so I decided to enjoy some of the money from my home while I could. I will probably start needing help in the garden and in the house and I want to be able to provide transport for myself when I can't drive my car any more." She will review the scheme in five years to decide if she wants to continue it.

Cecil Hinton, managing director of Hinton & Wild, explained that the level of the annuity would be lower for participants in the scheme than it would be for people taking out a similar annuity with a cash lump sum. "You have to allow for the length of time that Carlyle Life is going to have to wait for the money," he said. "People are having the use of the money for five years." Carlyle Life would not be able to realise its investment until the owner moved house or died and the level of benefit reflected that.

Carlyle Life has guaranteed the level of benefits from the annuity in the scheme for six months. The company gave warning this week, however, that benefits on annuities could fall by up to 5 per cent after that because of changes

in the way annuity business is taxed. Allied Dunbar, which has at least half of the market for annuity-based home income plans, announced this week that it would sell no new plans after November 15. The company estimated that the tax changes would mean a reduction of up to a fifth in annuity benefits.

However, anyone who, for a £90 fee, takes up the offer of a will-writing service, help with funeral arrangements and a gold card bringing discounts on a range of services including health, travel and holiday insurance, will also have to take out a life insurance policy. This pays out a guaranteed sum on death, intended to cover funeral expenses. The policy does not earn profits.

Mr Hodgeon conceded that many people would not want

Life package pays costs of death

THE over 50s are the main target for a new company that sells life insurance and offers a will-writing service and bereavement support counselling (Sara McConnell writes).

Hodgeon Integrity, founded by Howard Hodgeon, former owner of a chain of funeral parlours, will market its integrity Classic programme early in the new year. Anyone returning an application form can tick a box if they want an adviser to visit them. The company is recruiting what it describes as a "mature" salesforce; this is likely to include retired professionals such as bankers, solicitors and accountants. The theory is that older people will feel more at ease with an older adviser.

However, anyone who, for a £90 fee, takes up the offer of a will-writing service, help with funeral arrangements and a gold card bringing discounts on a range of services including health, travel and holiday insurance, will also have to take out a life insurance policy. This pays out a guaranteed sum on death, intended to cover funeral expenses. The policy does not earn profits.

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Simply complete and return the application form and mandate on the right, making sure to indicate whether you require individual or family cover. After receiving and examining your policy in detail, should you decide within 30 days not to take up the plan (this exceeds your statutory cancellation right), simply cancel and return your policy to Wessex Insurance. There will be no further obligation on your part. Wessex Insurance will promptly refund to you any premium paid. And rest assured that while you decide, no salesman will call or visit you - your privacy is fully protected. So you see you just can't lose with the Cancer Cash Plan, with all the money you'll be paid, no matter what happens to you.

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Wessex Insurance reserves the right to vary premiums for all policyholders in this class of business. In the event of non-payment of premium when due, your cover ceases and your entitlement to the payback benefit is forfeited. With the exception of your daily hospital cash, your other policy benefits including your "Pay Back" benefit are not currently subject to tax.

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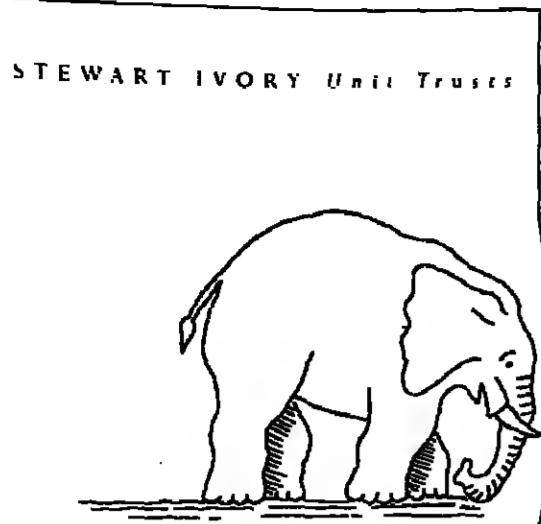
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Bank	Interest Rate	Compounded at the rates	Min/max Investment	Notice	Contract
BANKS					
Ordinary Acc/c:	2.63	2.66	2.12	none/none	7 day
Fixed Term Deposits:					
Barclays	7.05	7.05	5.54	25,000-50,000	1 mth 071-628 1567
Lloyds	7.41	7.41	5.54	25,000-50,000	3 mth 071-628 1567
Midland	6.93	6.93	5.10	25,000-50,000	6 month 071-628 1567
Midland	6.65	6.65	5.32	2,500-5,000	Local Branch
NatWest	6.75	6.75	5.40	10,000-20,000	1 mth 0742 529265
NatWest	6.50	6.50	5.28	10,000-24,000	3 mth 0742 529265
NatWest	6.47	6.47	5.16	10,000-24,000	6 mth 071-728 1567
HIGH INTEREST CHEQUE ACCOUNTS					
Barclays HMC	6.45	6.68	5.34	2,000	none 031-442 7777
Barclays	5.78	6.91	4.73	2,000	none 0304 228261
Co-operative	5.25	5.25	4.20	1,000	none 071 628 0543
Chase	5.25	5.25	4.20	1,000	none 071 628 0543
Lloyds HCA	1.56	1.56	1.51	1,000	none 071 628 0543
Midland HCA	5.35	5.42	4.34	2,000	none 0742 529265
Special Reserve	5.05	5.18	4.13	5000	none 071-374 3374
Royal Bank of Scot Pwrs A/c	6.05	6.21	4.97	2,000	none 081-559 6556
TESSA	4.50	4.50	3.75	2,000	none 071-600 6000
HCA					
BUILDING SOCIETIES					
Ordinary Share A/c	5.25	5.25	4.20	1 min	none
Best Buy - largest account:					
Barclays	7.55	7.55	6.00	1 min	Inst.
Barclays & B&G	5.55	5.55	5.50	1,000 min	Post.
Northern Rock	7.50	7.50	6.15	10,000 min	20 day
Stephens	6.50	6.50	5.64	2,500 min	60 day
Barclays & B&G	6.50	6.50	5.77	25,000 min	1 year
Best Buy - all accounts:					
Barclays	7.50	7.50	6.15	1 min	Inst.
Barclays & B&G	5.75	5.75	5.72	10,000 min	Post.
Nottingham	8.10	8.10	6.48	10,000 min	20 day
Stephens	6.10	6.10	5.75	1,000 min	60 day
Lancaster	5.25	5.25	7.41	25,000 min	1 year
Cash/cheque Accounts:					
Barclays	2.81	2.81	2.25	50 min	Rate from
Card Cash	3.30	3.30	2.64	25 min	with larger
Cash Plus	1.43	1.43	1.14	50 min	balances
Anglia First					
NATIONAL SAVINGS					
Ordinary A/c	5.00	5.75	5.00	5-10,000	6 day 041-549-4555
Investment A/c	10.25	7.58	6.16	5-25,000	1 min 041-549-4555
Income Bond	11.00	9.55	8.50	20,000-25,000	3 mth 0253 601517
Deposit Account	11.00	9.55	8.50	20,000-25,000	3 mth 0253 601517
Guaranteed Income C/c	5.50	5.50	5.50	25,000	3 mth 0253 601500
Yearly Plan	5.50	5.50	5.50	20-200/mth	14 day 091-356 4900
General					
Business Retail	5.01	5.01	5.01	100-100,000	5 yrs 041-549-4555
Capital Bond	11.50	9.62	6.50		
GUARANTEED INCOME BONDS					
Prosperity	8.60	8.60	7.31	25,000 min	1 min Figures from
Confidence Life	8.75	8.75	7.44	5,000 min	2 yrs Chase
Future Income	8.50	8.50	7.50	5,000 min	3 yrs Chase
Financial Ass	8.90	8.90	7.57	5,000 min	4 yrs 071 404 5765 for details
Financial Ass	8.95	8.95	7.81	5,000 min	
Holiday rates					
HPF (Step 80-91)	4.41%				£ 100
Bank Base Rate	10.5%				162.50
Personal Loan	24%				0.95
Credit Card	19.5-32%				325.50
LARGER LENDERS					
Lender	Interest Rate %	Loan	Max %	Notes	
BUILDING SOCIETIES					
Norwich & Peterbor.	9.50	Negotiable	95	After 25% discount to 1.5%	
National & Provincial	9.50	880	95	25% reduction to 1.1%	
Coverity	9.85	400K	90	Capped for 2 years	
BANKS					
B&P Mortgages	9.85	£15,001-500K	95	After 25% discount to 2.6%	
SOURCE: Chase's Guide to Financial Information Providers 0783 880482					

Source: Chase's Guide to Financial Information Providers 0783 880482

PLAYING HUNT THE THIMBLE FOR ACCOUNT BALANCE

From Mrs Beardmore-Gray

Sir, Like Mrs Trotter (October 12) I share an Access account with my husband. Recently our monthly statement went astray (our fault, not their's) and by the time we'd noticed this interest was mounting fast. I quickly rang to find out the current debt and to ask how much we should pay immediately in order to get back on the rails. No straight answer was

forthcoming because, despite the fact that the monthly cheques are always signed by me on our joint account, "HIMSELF" is deemed to be Keeper of Finances and therefore the only fitting recipient of information. However the girl on the line did her best; we played telephone HUNT THE THIMBLE and finally arrived at a sort of solution. ME: Should I send X pounds? SHE: I am not empowered to divulge any definite sum ME: More than Y? SHE: Possibly ME: Less than Z? SHE: A little etc. etc. etc.

All very childish, but she did try to be flexible!

Yours faithfully,
R. BEARDMORE-GRAY,
Warkburn House,
Wark,
Hexham,
Northumberland.

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The rains in Spain wash out the day's play and cool the Ryder Cup one-ball quarrel

Azinger seeks peace conference

From MITCHELL PLATTS
GOLF CORRESPONDENT
IN SOTOGRANDE, SPAIN

PAUL Azinger yesterday made the first move towards peace talks with Severiano Ballesteros following confrontations in successive Ryder Cup matches that have threatened to damage the good name of golf.

Ballesteros has accused Azinger of not telling the truth after breaking the one-club rule at Kiawah Island last month and reacted angrily to Azinger's allegation that he was the "king of gamesmanship".

Dave Stockton, the United States captain, admitted earlier this week that he was concerned about their rivalry and that he tried to keep Azinger and Ballesteros apart after the opening series.

The animosity between Ballesteros and Azinger began in the 1989 Ryder Cup match at The Belfry when they disagreed on two separate rules incidents. At Kiawah Island, Jose-Maria Olazabal and Ballesteros charged Chip Beck and Paul Azinger with contravening the one-ball rule by switching from one of 100 compression to one of 90.

Beck and Azinger admitted breaking the rules at the 7th hole but they denied breaking it at the 9th, where they could have been penalised by the loss of one hole because the allegation was made before teeing-off at the tenth.

Ballesteros further fuelled the controversy on Thursday when he accused Azinger and Beck of changing their ball not once but three times during their foursomes match at Kiawah Island.

"I don't want there to be a running feud between Seve and I," Azinger said. "I don't feel there is. I would like to talk with him about it. Even if he has said what he is quoted as saying, then he has not just accused me of lying. He has accused both Chip and I of lying, which we didn't do. Anyone who knows us knows better than that."

"We made a mistake at the 7th by playing the wrong compression ball on the tee. That was admitted to. We talked about it on the 10th tee and Chip and I both agreed that the 7th was the only hole when we made a mistake."

Bernard Gallacher, Europe's captain, said: "It came about because Ollie brought the 9th hole up, not the 7th. Ollie said that they had changed their ball at the 9th and that he thought they also did it at the 7th. So we confronted them with that."

"They agreed they did it at the 7th but they denied they did it at the 9th. There was not a lot I could do about it so I asked Seve and Ollie to carry on playing as soon as possible."

Gallacher, questioned on why the Americans should make the change, said: "They were trying to get more backspin on the ball on the green. You do get more backspin with a 90 compression ball than one of 100. I told the chief referee at the time that it

did surprise me that they had made the change – it was not an allegation but a fact because they had admitted to the 7th hole – because we had gone to such extraordinary lengths at the pre-match rules meeting to ensure every player was fully aware of the rule."

Torrential rain forced officials here yesterday to suspend play in the Volvo Masters second round which they hope to complete this morning. Mark James, the first round leader, has played only four holes and he leads by one from Roger Chapman.

SCORES: First round leaders (GB and Ireland): 1. M. James (GB), 70; 2. R. Chapman (Ireland), 72; 3. R. Craymer (GB), 72; 4. J. Pernice (Swe), 72; 5. R. Langer (Ger), 71; 6. J. Spence (Eng), 70; 7. J. Sorenson (Den), 70; 8. P. McEvoy (Ireland), 70; 9. J. Azinger (USA), 70; 10. J. Olazabal (Spa), 74; 11. D. J. Russell (P. Way), 74; 12. P. Faldo (Eng), 73; 13. R. Rafferty (Ireland), 73; 14. J. Martin (Spa), 73; 15. P. Stockton (USA), 72; 16. M. Turner (USA), 72; 17. C. Mason (Eng), 72; 18. M. Mackenzie (J. Rovira (Spa), 72; 19. D. Feherty (USA), 72; 20. J. P. Fowler (Aus), 80; 21. J. Hawkes (SA), 81; 22. H. Clark (Aus), 82.

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After fears that she might be invaded out of the second round of the Longines Classic at Cannes Mandelieu, she fired a 66 to share the lead with Penny Grice-Whittaker. Davies, a baseball fan, approached the practice ground in some trepidation. To accommodate her bandaged finger she cut a hole in her glove and used an interlocking grip for the first time, unsure of her ability to adapt.

She need not have worried.

She struck the ball solidly, not least at the 3rd, a par three of 194 yards, where her six-iron hit the pin and dropped in.

"Typical Laura," Tony, her brother and caddie, said. An eagle three at the 8th, when she holed from 35 feet, was, too.

Yes, I lost one of the minor loves of my life when Smok-



Damp day: Mark James, the first-round leader, played only four holes because of rain yesterday

Davies masters all the obstacles

FROM PATRICIA DAVIES IN CANNES

LAURA Davies is in the process of shrinking physically, but she would have to disappear in a puff of smoke to be anything other than larger than life.

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round of the Longines Classic at Cannes Mandelieu, she fired a 66 to share the lead with Penny Grice-Whittaker. Davies, a baseball fan, approached the practice ground in some trepidation.

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Results, page 37

Sky the limit when it comes to dishing out football

By KEN LAWRENCE

WHEN the Sky Sports cameras start to roll at the Skol Cup final between Hibernian and Dunfermline Athletic tomorrow, it will be the 21st club match the satellite channel has covered live this season. Football as it happens from England, Scotland, Germany and Italy – and this includes all the English and Scottish internationals played at Wembley and Hampden – is now a big part of Sky's output.

"By the time the BBC starts to show the third round of the FA Cup next year, we will already have presented more than 50 live matches," a spokeswoman, Sue Wakelin, said.

She explained that it was by public demand that they decided to give football this saturation coverage, with packaged highlights from Europe as well as the Football and Scottish Leagues, a show comprising nothing but goals, and two topical magazine programmes, Sky screen football seven days a week, every week.

When the former England captain, Kevin Keegan, said this week: "Football fans will simply have to have a dish," he laughed in slight embarrassment. He thought he was sounding like a salesman. In fact, he was merely saying just what he felt – that the service was "so good, so very enjoyable".

Kevin Keegan is a commentator on the German League match that goes out live each Friday evening. He does not think their style has changed since he

played for Hamburg and he still prefers it to the Italian scene.

The Italian League has the best players, but I'm not sure it is the best league," he argued. "It is not as careful as the Bundesliga. No respect for Germany has the sort of respect that exists in England and Italy show the top teams. I know it is daunting for a club like Coventry or Luton, say, to go to Liverpool, but I think that they show them too much respect. That does not happen in Germany."

"My first game for Hamburg was against Duisburg. Then we were against the team with the big

names, the big signings and we were supposed to win. We lost 1-1. That, and the fact that we are averaging five goals a match at the moment, is why commentator on the Bundesliga appeals.

Keegan's Friday match is preceded by Sky Soccer Weekend, an hour-long look at the weekend programme. This is updated at 10pm to include the night results and late news, but it is the *Footballers' Football Show* on Tuesday that is commanding the attention of everyone in the game.

Directors, managers and players are avid watchers and often appear on the programme while football reporters are constantly ringing up with requests for back-to-records.

Ironically, *Question of Sport* spawned a row in Germany. As Dave Hill, head of Sky Sports, was watching the BBC quiz, he realised that his station needed "hard-talking sports people who know the game and take it back to its roots". The result can be seen each Tuesday at 9pm.

While the nation will be riveted to ITV and the climax to the Rugby World Cup this weekend and next, Sky is proving that football remains the staple diet of viewers.

Figures are not yet available for their exclusive coverage of England's European championship match against Turkey, but they are confident that with the England v Poland decider also live on Sky, a lot of football addicts may soon be echoing Kevin Keegan's words about needing a dish.

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BOXING

Morgan has ability to push Benn all the way

By SRIKUMAR SEN, BOXING CORRESPONDENT

IT is not very often that a British promoter finds just the right opponent for his man, one to give him a good test and the crowd a good show. Too often the promoters have tended to play safe and gone for down-and-out big names or out-and-out no-hoppers.

This time Barry Hearn appears to have got the right man for Nigel Benn: Lenzie Morgan. The American, aged 25 and 6ft 3in tall, has never been off his feet. He comes in as a substitute for Dario Matteoni, of Argentina, at the Brentwood Centre, Essex, tonight. Morgan is still ambitious and is thought to be strong enough to give Benn more than just a good workout.

Morgan should provide some answers about Benn's future at super-middleweight. How well will Benn take a punch at this heavier weight when middleweights have had him on the canvas? Has his punches become more effective now that he does not go sailing in, or, at least, not mean to?

His new trainer, Graham Moughton, who has had him for six weeks, maintains that Benn has not lost any of his power. "I have been working on his defence," Moughton said.

"He is working much harder than before. He has

good balance, a good jab and is hitting harder."

Morgan, whose right side still carries the horrific scars of a house fire in which he lost his mother and two sisters, is not daunted. He said: "I hurt 32 per cent in the fire. Boxing doesn't hurt me at all. Doctors said I'd never box again, and never walk again."

Morgan's record of six defeats in 17 contests can be misleading. Those losses were either close or against good opponents: Lamar Parks, a knockout specialist like Benn, Anthony Hembrick, Christophe Tizzio, who had to get off the floor to gain a controversial verdict, and Andrew Maynard, a light-heavyweight.

Morgan, having been a sparring partner of Thomas Hearns and Sugar Ray Leonard, could even have picked up enough boxing to beat Benn. Benn does not like boxers. He prefers incoming fighters. Boxers are more difficult to hit, particularly the slick ones. They confuse him and put together neat, hurtful combinations.

"I patented myself after Hearns, his jab and all that," Morgan said. "Sparring with him was a good learning experience for me. He likes me because I have a good jab."

The jab is the punch Benn dislikes most.

Italian for Holyfield

EVANDER HOLYFIELD, the undisputed world heavyweight champion, who was to have defended his title against Mike Tyson on November 8, has now been matched with the Italian, Francesco Damiani, in Atlanta, Georgia, on November 23.

Tyson reportedly pulled a rib cartilage last week and his promoter, Don King, hoped for a rematch before January 27.

BASEBALL

Twins toppled as Atlanta run riot

By ROBERT KIRLEY

THE Braves cracked out 17 hits in Atlanta on Thursday night to beat the Minnesota Twins 14-5, drawing within one win of the World Series championship. The Braves, who had eight extra-base hits, scored the most runs in a Series game since the New York Yankees had 16 against Pittsburgh in 1960.

Mark Lemke, the big man in Atlanta's two previous victories, batted in three runs and tied a Series record with two triples. On Tuesday, he had knocked in the winning run in the twelfth inning; then, the next night, he hit a triple in the ninth and scored on a sacrifice fly.

Nearly all of the Braves contributed on Thursday. David Justice batted in five runs and Lonnie Smith hit a home run for the third game in a row.

RUGBY UNION

Bradford and Bedford defy all opponents

By MICHAEL STEVENSON

UNBEATEN, with ten wins from ten matches and a points tally of 522 scored to 60 conceded, Bradford GS added victory to the St Joseph's Ipswich Festival last weekend.

The Saturday group winners were RGS High Wycombe, Feasted, St Joseph's and Bradford and the runners-up: Trent, Merchiston Castle, Warwick and Downside. Campion, Arnold and the holders, Millfield failed to qualify for the final group matches, which resulted in Feasted meeting Bradford in a spiritual final, won by Bradford (11-3).

The Plate Competition was won by Campion, who defeated Bishop Wordsworth's (12-3) in the final.

Bedford, for the third consecutive year, are unbeaten at the half-term break. Having defeated their Old Boys (17-5), they won their own festival with victories over Bishop's Stortford's (12-4) Bedford Modern (13-0), Oundle (8-6) and Solihull (12-6).

The triumphant progress has continued and brought nine wins. None will have given greater satisfaction than those against Dulwich (11-6), Harrow (20-3) and Oundle (11-6).

The Leys have scored 203 points to 38 and are also undefeated. They beat Wisbech GS (31-4) in the Daily Mail Cup and deprived Perse of their unbeaten record (19-0).

Welsh XIII can restore national pride

By A CORRESPONDENT

WELSH rugby has already received one sharp jolt from a team from the South Seas this month as rugby union's World Cup and there could be another when the Welsh rugby league side meets Papua New Guinea at The Vetch Field, Swansea, tomorrow.

Nevertheless, having left rugby union's showpiece rather ingloriously, suffering defeat at the hands of Western Samoa and Australia, Welsh rugby supporters are desperately seeking a face-saving operation from the reformed national rugby league team.

Had former union players such as Jonathan Davies, John Devereux, Allan Bateman, Paul Moriarty, Mark Jones and David Young been available for the World Cup earlier in the month, the clouds hanging over the game in Wales might not be so black, but anyone thinking that the return of so many prodigals will be the key to success against Papua New Guinea side had better think again.

The task facing Wales tomorrow is to end an 11-match losing run against a formidable side that beat

Great Britain last year and drew with France this summer.

"The pressure is really on us because everyone keeps asking where is Papua New Guinea. What people don't realise is that rugby league is their national sport and they are a very good side," Davies, the Welsh captain, said.

"They play in very much the same way as the Western Samoans and Fijians and they are very physical. We know it's going to be tough, but we'll be playing under

the Welsh banner again and we don't want to let anyone down."

Davies, who last captained a Welsh side when the rugby union team lost to Romania, at Cardiff Arms Park, in 1989, is one of nine former union internationals in the starting line-up, and one of four Great Britain internationals.

The only survivor from the last Welsh international, against England at Ebbw Vale in 1984, is the Leeds full back, Phil Ford, while

the manager, Jim Mills, has a connection with the last Welsh rugby league victory, against the French, at Widnes, on January 15, 1978.

WALES: P Ford (Leeds), J Davies (Widnes), A Ballantyne (Warrington), J Edwards (Wigan), captain A Sulman (St Helens), J Griffith (St Helens), K Black (Warrington), O Young (Salford), B Williams (Leeds), M Jones (Warrington), R Williams (Salford), R Akeroyd (Cardiff), D Beeson (Warrington), R Phillips (Warrington), M Silva (Hallifa), G Pearce (Salford).

PAPUA NEW GUINEA: I Wanaga, J Kouru, K Sheema, P Boga, J Unap, K Karu, S Hanu (captain), J Unap, K Gepe, Substitutes: N Lapani, R Wagambie, M Angra, L Hoffman.

St Helens plan an advance

By KEITH MACKLIN

WHILE Davies, Devereux and Moriarty play for the honour of Wales at Swansea, and Offiah continues to stay away, Widnes are grateful to be without a first division fixture tomorrow. This gives St Helens a great opportunity to go above them to the top of the table, although St Helens would have wished for an easier fixture than a trip to play Leeds at Headingley.

St Helens, who have had a tough game against Salford on Wednesday, are without half the regulars in the team because of injuries, and they may feel a backlash from Leeds, who have lost two

consecutive matches. However, what may favour St Helens is that Ellery Hanley is rated extremely doubtful for the match, despite the player's usual determination in turn out regardless of injury. Paul Bishop, the St Helens half back, will miss the match, although his suspension for stamping was reduced from four matches to two.

Wigan, whose injury situation is worse than that of St Helens, will be in for a tough victory in their title challenge, and it may not be easy against a Halifax side that has scored more than 100 points in its last two games.

The Castleford celebrations following their Yorkshire Cup success last Sunday soon evaporated with their defeat at Warrington, but they should recover some ground with a home derby game against Featherstone Rovers, whose poor season will not be helped by the departure of their inspirational coach, Peter Fox, in Bradford.

The outstanding game in the second division brings together Oldham and Sheffield Eagles at the Waterhead Stadium. The championship of the second division, and promotion, will likely rest between these teams.



Hot potato: Jonathan Davies in training yesterday



WALLABIES WOULDN'T GIVE A XXXX FOR ANYTHING ELSE.

Castlemaine XXXX are proud to be the Official Sponsors of the Australian Rugby World Cup Squad.

Team's attitude pleases United manager

Ferguson faces up to relinquishing lead of first division

By IAN ROSS

ALEX Ferguson, the manager of Manchester United, almost seemed to be readying himself for an adverse reaction to Wednesday's European Cup Winners' Cup defeat by Atlético Madrid yesterday, as he attempted to lift the spirits of his squad by using the "one game at a time" maxim.

If United should lose against Sheffield Wednesday at Hillsborough this afternoon, the leadership of the first division will change hands, for the first time in seven weeks, providing Leeds United, who are second, can defeat Oldham Athletic at Elland Road.

Although that scenario is hypothetical, Ferguson chose to answer the question of its ramifications before it was asked.

"There might well come a time when we will have to be in second or third place but that does not concern me," he said. "All that really matters is that we are still in the frame come March."

"It is important we forget about that 3-0 defeat in Madrid and concentrate on maintaining our form in the

league. I always observe players closely after games to see how much defeat means to them. It was a quiet plane on the way home from Spain and I am pleased about that."

Ferguson expects the game today at Hillsborough to be every bit as demanding as his side's last three League fixtures, against Tottenham Hotspur, Liverpool and Arsenal.

"This will be just as tough," he said. "Our 4-2 victory a couple of years ago was our first at the ground for a very long time."

With his side disrupted by injuries and suspensions, Ferguson has every reason to be apprehensive about the outcome.

Hughes, the Welsh international forward, today starts a three-match ban, as does his natural replacement, Robins. Phelan will be missing because of injury and Ince and Robson will play only if they pass late fitness tests.

Wednesday, whose progress under Trevor Francis this season is admirable, expect Sheridan and Warnurst to recover from slight injury problems although Pearson may be forced to hand the

captain's arm band to Anderson, the former United and England defender.

A fortnight ago, Graeme Souness, the manager of Liverpool, said it was inconceivable that his club's injury problems could deepen any further. He should have known better.

Nicol, the Scottish international, who has been the mainstay of a depleted defence this season, is the latest addition to a casualty list unparalleled in Liverpool's history and will be absent for at least three weeks after damaging a hamstring during the midweek Uefa Cup defeat by Auxerre in France.

With Abiet suspended, Souness yesterday included Hysen and Molby in his side for the game against Coventry City at Anfield. Neither man has made a senior appearance since May and both have only recently recovered from serious injury.

Also missing for Liverpool — with one win in the last eight weeks — is McManaman, the England under-21 midfield player, who has been ordered to rest.



Dual role: Shreeves, coach of Wales and manager of Tottenham Hotspur, takes delight even in defeat

MATCH-BY-MATCH GUIDE TO THE FIRST DIVISION

By CLIVE WHITE

Arsenal v Notts County

After their long, grueling night in Lisbon, Arsenal must be thanked for the comforts of a home match and opponents no more daunting than Notts County. Having said that, the team's tenacity and combative lot are by 4-40pm, a weary Arsenal could be staring at an improbable home defeat. At least Wright returns to refresh them. Groves stands by to deputise for Umpier, if unit, but Adams remains on a green strain. County are concerned about the fitness of Craig Short and Reade.

Aston Villa v Wimbledon

It might be premature to shout it from the roof tops in Birmingham, but Aston Villa appear to be on the mend, players as well as form, after

their ill-fated association with Dr Venables, Kubrick, Staunton and McGrath return in defence and Regis in attack, though Dalian Atkinson is still plagued by niggling injuries. Withe, their former assistant manager, may have to wait a while longer for his first win with Wimbledon. Blackwell and Joseph are doubtful.

Crystal Palace v Chelsea

Palace are slowly coming to terms with life without Wright, unlike Chelsea, whom one senses are still on the mend. Townsend is included for the Crystal squad, but amid speculation that he is a gout operation. His loss would be felt even more than Dunc's. Hitchcock continues in pain, despite Beasant's availability, while he was sent off in the corresponding fixture last season, is

again under suspension. Shaw returns from injury for Palace.

Leeds v Oldham

All the Leeds injured, bar probably McAlister, will return for a game which will see Leeds top of the table if they win and Manchester United lose. Even Wallace is poised to return after an absence of seven weeks with a groin injury. Terry, O'Neill's record holder, will be back in time for the start of the season because of injury, could make his return. Kincade is also in contention.

Liverpool v Coventry

The sight of Hyne, the unfancied Swede, back in the Liverpool team after injury could be taken as a measure of their desperation, he is much welcomed all the same in the absence of Nicol, out for three weeks with a hamstring injury. The return of Molby, also from a lengthy injury, should improve their passing game. Abiet is suspended and McManaman rested. Terry Butcher, the manager, includes himself in the Coventry squad and also Woods and Smith after extensive lay-offs.

It is likely to repeat itself then United's revival is already underway. Last season's astonishing recovery was sparked by a victory over Nottingham Forest, whom the first division's bottom club beat last week. Deane is still out with a knee injury, but his regular fever as is Hodges, who has lost his last three home games in the league, expect to see Reid, Quinn, Colon and Hill restored to the side after injury.

Manchester C v Shrewsbury

Never a winning team goes that far, so let's hope twice that you have just won at Elland Road. Enough reason for Charles not finding his way back into the Forest team even though recovered from a dead leg. Tichie holds on to the No. 2 shirt. Similarly,

Norwich v Luton

Luton, bedeviled by injury all season, give six players fitness tests, with Prokes, Gray and Harford all potentially doubtful. Shreeves and Linton, both new signings, are included in the squad. For Polson, the former Tottenham defender who was suspended by Norwich for boycotting a pre-season friendly, the season could start here if it's Blades foot injury does not improve. Fleck and Ullathorne return from injury and illness.

Nottingham Forest v Southampton

Never a winning team goes that far, so let's hope twice that you have just won at Elland Road. Enough reason for Charles not finding his way back into the Forest team even though recovered from a dead leg. Tichie holds on to the No. 2 shirt. Similarly,

Clive White looks at the state of English football with Peter Shreeves, the manager of Tottenham Hotspur

as much as the fact he was returning to the club where he had spent 12 years of his life — was why Shreeves leapt at the offer from Terry Venables to be his manager last July. "All credit to the club that they still stand for the right things, such as creative football. The punters wouldn't tolerate anything less."

It was in his capacity as coach to Wales's national team that Shreeves saw the new United Germany taking awesome shape in Nuremberg last week. It was small consolation for probably losing the chance of competing in the European championship finals in Sweden next summer.

This week, wearing his Tottenham Hotspur hat,

Shreeves was on the winning side against European opposition to keep alive that Continental challenge. But when the thrill of the chase against Porto was over, he was left feeling very hit as defeated and frustrated as he had been in Germany.

"Your appetite gets whetted on what you see from the opposition in games like those and you want to incorporate it into your own team," he said. "But you're not able to because of the time factor involved in the English game."

The Portuguese showed some superb movement off the ball that I would love to work on with my own players but it's impossible. We've been playing Saturday-Wednesday-Saturday since the start of the season. It's a case of dusting them down after each game and pitching them straight back into another one."

The European challenge —

He accepts, of course, that some people will never aspire to those levels. Even at his own club, certain provisions — such as the need to knock down and compete for the ball — are attached. He has even permitted himself the occasional treacherous act of looking admiringly across north London to compare Arsenal's home record to his own team's indifferent one.

The Tottenham, aficionados however, are a finicky lot and might need convincing that the extra success is worth sacrificing style. What time Tottenham have been able to devote to training has been spent trying to make them a more efficient unit in the small matter of scoring goals.

"The young Tottenham midfield players are like a carbon copy of one another. They're all nice and neat but they've seldom seen bursting into goal areas to score. I'm looking to change that image."

It must be bad enough for a manager working for a boss who thinks he knows more about the game without working for one who actually does.

Yet Shreeves has found a like-minded ally in Venables, who swapped his hot seat for something even more searing when he and Alan Sugar bought the club last summer.

"Terry's first class. He's a very astute football man," Shreeves said. "He allows me to get on with the football side of it but we'll still bounce ideas off one another. Because he's very experienced, he maybe sees things I haven't. There aren't too many chief executives or chairmen I could say that about."

Penrice signs to join his old manager

GARY Penrice, the unsettled Aston Villa forward, joined Queen's Park Rangers yesterday on a four-and-a-half-year contract in a £625,000 transfer deal.

Penrice is linking again with Gerry Francis, the Rangers manager, who sold him to Watford for £500,000 in November 1989. Penrice said: "I only wanted to play for Gerry." Penrice joined Villa for £25,000 in March, but scored just once in 20 games.

Colin Bates, the Arsenal defender, today asked to be taken off the transfer list.

RACING

Jockeys incensed by 250% increase in licence fees

By RICHARD EVANS, RACING CORRESPONDENT

JOCKEYS face paying £100 instead of £40 next year for their annual licences to help pay for Jockey Club administrative costs. The 250 per cent increase, approved by Portman Square without consulting riders, has infuriated the Jockeys' Association and senior jockeys.

Apart from the manner in which the decision was taken and conveyed to the jockeys' organisation — including sending the letter to premises it vacated a year ago — the rise itself has caused great resentment.

The Jockeys' Association, which is playing a key role in the setting up of overnight declaration of jockeys, had been told privately that licensing fees could fall as a result of copyright income generated by the new declaration system.

A letter from Christopher Spence, the Jockey Club's finance steward, which was forwarded by the post office to Michael Caulfield, secretary to the Jockeys' Association, said the Jockey Club required increased fees in balance its budget. In 1990 racing administration cost £11.7 million.

"It was felt that the present £100 charges did not fully reflect the value of the services provided by Portman Square, or a fair division of our costs between the various sectors of the industry," Spence wrote. "The increased fees are designed to go towards redressing this imbalance."

"I don't mind being destroyed in debt or defeated in committee but when you have cooperated to such an extent to solve a problem [of overnight declarations] which the Jockey Club could not solve and you get this, I feel very badly let down."

"We are being made to look fools. How can they expect to bring the industry with them when they behave in this high-handed manner?"

Richard Dunwoody said yesterday: "I hope the Jockey Club will think twice before introducing this. The proposed licence fees are a bit severe. It is not so bad for the top jockeys, but it will mean a lot to the lads who get only 100-200 rides a season."

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Canfield: feels let down by Jockey Club

by Jockey Club

George Cole, of Minder fame, could give Arthur Daley a tip on how to deal with the Jockey Club following his latest racing success, tomorrow, when he represents the group on the Prix Royal Oak, (Prix St Leger) at Longchamp (Our French Racing Correspondent writes).

Among his opponents will be Clive Britton's tough Shambro and the 1989 St Leger winner Michelozzo, now trained by John Hammard.

The victory provided Cole with his fourth win since buying his first two horses last year. Daley Broche, his other purchase, won the 1988 St Leger, last season, and despite switching his tail, won nicely.

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3.30 INGBERROW NOVICES HURDLE

(2.02, 2m 4f) (23)

MANDARIN

2.00 Rag Time Belle. 2.30 Charmed I'm Sure.

3.00 Strong Beau. 3.30 Gipsy Dawn. 4.00 Western Counties. 4.30 Rocktor. 5.00 Queen Of Sparta.

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GOING: GOOD

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Match-fixing

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Southampton will stick with Le Tissier in a new attacking role alongside Shearer after experiencing a rare victory in midweek, in the new Data Cup tie, at Bristol City.

QPR v Everton

Everton's curiously erratic season took another turn for the worse last week at home to Aston Villa after the comparative consistency of their five previous games in which they were unbeaten. Ratcliffe is replaced by

Match-fixing

Ninja Dancer can provide Cecil with her biggest success

FOLLOWING that resounding success over a mile at Ascot a fortnight ago, Ninja Dancer can give first-season trainer Julie Cecil her biggest win to date in the *Racing Post* Trophy at Doncaster today.

It was the manner of that win which prompted connections to pay the £18,000 supplementary entry fee for today's group one race.

Significantly, the Ascot race could well hold the key, for two reasons. Firstly, it showed that Ninja Dancer has the measure of the Henry Cecil-trained King's Loch. Secondly, it provided a line through the third horse, Rokeby, which suggests that Ninja Dancer should be able to beat fellow supplementary entry, Seattle Rhyme.

At Ascot, Ninja Dancer beat Rokeby, who has been the height of consistency all season, by eight lengths when in receipt of 4lb. Before finishing third to Arazi in the Grand Critérium at Longchamp, Seattle Rhyme had also beaten Rokeby at Goodwood on the same terms but by only three lengths.

First time out, Seattle Rhyme had accounted for another of today's runners, Anchorite, who has done nothing but pay his conqueror compliments since.

While conceding that both Ninja Dancer's wins so far have occurred when there has been a bit of cut in the ground, Mrs Cecil told me yesterday that her colt had gone so well in his last two gallops that she sees no reason to worry about the faster ground today.

Importantly, Ninja Dancer has shown that he gets the trip without flinching. At Ascot he certainly galloped on much

MICHAEL PHILLIPS

too strongly for King's Loch, so much so that I can see no reason why the latter should become Henry Cecil's ninth winner of the race, even though he will almost certainly appreciate the faster ground.

Peter Walwyn, Dick Hern and Guy Harwood are other trainers with good records in the race. In the Seventies Linden Tree, Sporting Yankee and Dactylographer won it for Walwyn, who saddles Anchorite, while both Emmaus and Al Hareb struck for Hern, who now relies upon Mack the Knife. But both look held by Seattle Rhyme on their form at Ascot and Sandown respectively.

Alphabat and Bakharoff were the winners trained by Harwood, who has decided to saddle Thourios. Having finished third in the Dewhurst

Stakes just eight days ago, his presence in the line-up will give handicappers plenty to work on.

Towards the end of a season that has seen Richard Hannan hardly put a foot wrong, Assessor will fly the flag for East Everleigh. Well that he won so rain-soaked ground at Ascot last time, he is still held on earlier form by Anchorage, who is in turn held by both Ninja Dancer and Seattle Rhyme.

Just a week after riding the race of his life to win the Crescerewitch on Go South, Nicky Cartis is now charged with the task of landing my nap on Resco in the Sir Matt Busby Nursery Handicap.

With only eight stone, this lightly-raced colt from Jimmy Etherington's Malton yard looks on a handy mark, having run Kinglow, another of Mrs Cecil's good two-year-olds, to a head at Newcastle 12 days ago.

That was a most promising effort on Rasco's part because Kinglow was considered to be home and dry that day following an eye-catching first run behind Pursuit Of Love at Newmarket.

At Newbury, the in-form John Gosden stable is taken to win the two main races with Snow Forest (2.00) and Red Bishop (3.00).

Importantly, Snow Forest has shown that she gets the distance of the Radley Stakes, whereas arch rival Harvest Girl has not.

Gosden believes that Red Bishop is improving so fast that he can capture the St Simon Stakes, provided that he can reproduce over 12 furlongs what he has already achieved over ten.

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Playmakers are now servants

Gerald Davies regrets the absence of guile and mystery in today's stand-off half

The stand-off half holds the promise of the greatest fame in rugby football. The position allows for all the rich variety of talents, and sniffing the air, too, for the right tactics, because upon him often rests the outcome of a match.

For Rob Andrew, Craig Chalmers, Grant Fox and Michael Lynagh, the potential saints or sinners in the Rugby World Cup semi-finals today and tomorrow, fame is already theirs. Each, in recent years, has been a permanent fixture in his national team, giving it a congenital equilibrium.

If fame is assured, their ability to capture the spirit of their position is of a less certain stamp. They can kick. They can pass. And with ample ability. They take the ball standing still while others move. They are the finest exponents of the current game.

But how easy are they running with the ball in their hands? They are meant, so I believe, to beguile us in this way. But do they? Can they? Is this a true test or is it simply a romantic view of the stand-off half which has had its day?

here, as does Maclean of Australia, Waddell of Scotland and John of Wales.

New Zealand, to be different, call this half back the first five-eighth. The restless running instinct is subdued for the general efficiency of the team. They have good hands, they kick well, and have a strong sense of their position as the play maker of the team. Their back row benefits. As do their centre three-quarters. He peppers the opposing full back with kicks and has a fine judgement for the line of touch.

This, then, is where all four stand. They serve others, not indulge their own whims. Territory is important as are the percentages. There is no mystery. They are born of a craft not the spirit; mastery of technique is their aim.

There is cold perfection in Fox as he measures his kicks, and inscrutable discipline in Lynagh's penetrating, close-eyed stare; Andrew, as he points his finger here and there, gathers control. Each game is a deadly struggle to be deadly earnest. Only Chalmers, driven as he was by fear, as so much is out there, under his own posts against Ireland, of course, resides

here, years secretly for the unorthodox. He is young still. Could Andrew now cast all seriousness to the wind, as he once did for Cambridge. If that was in his blood then, it surely must be so still. But discipline and practicality are the qualities to be admired nowadays, not the luxury of genius; players play as if they need to refer to a committee for instructions.

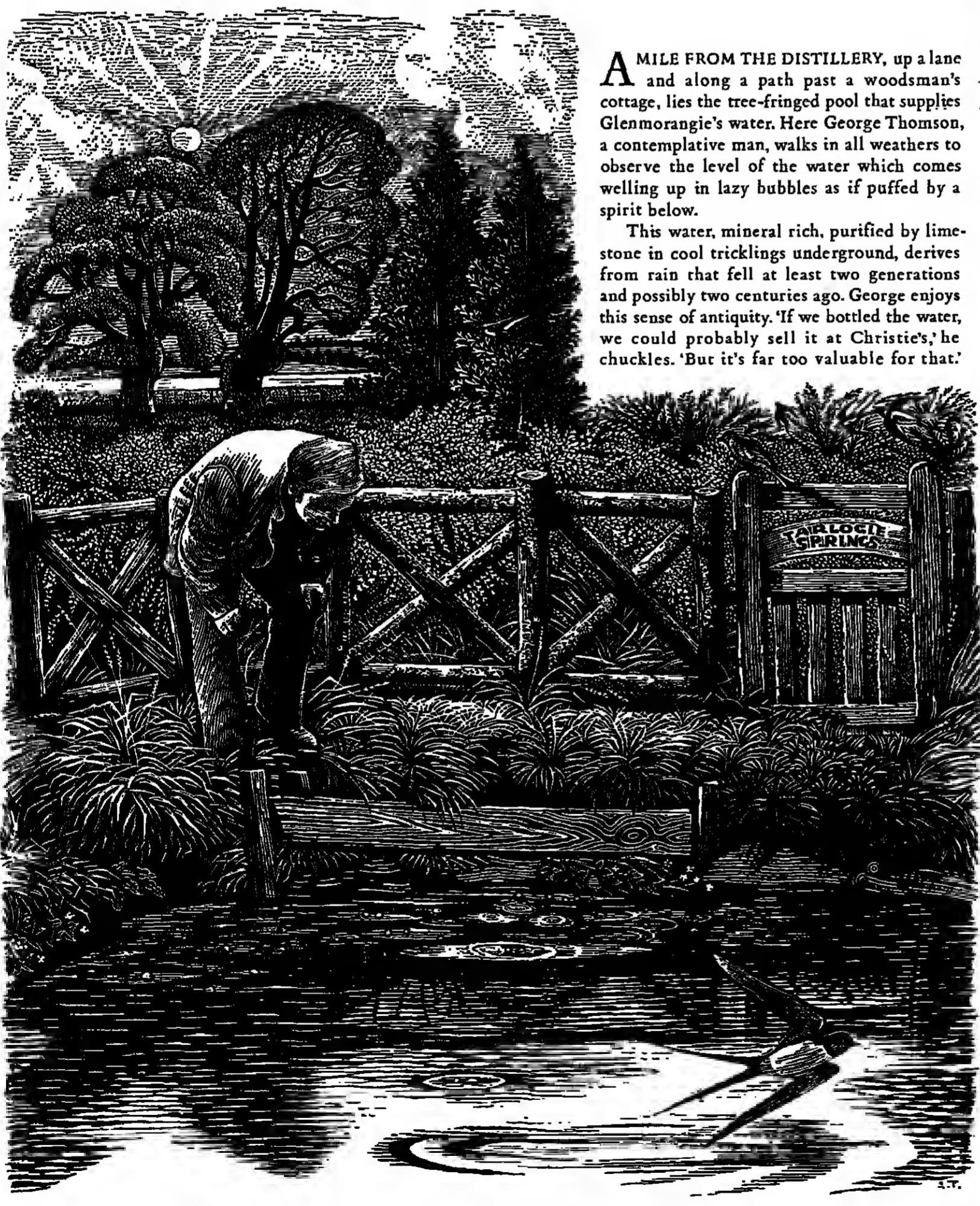
For Andrew and Chalmers, there is a hint of a performance only half fulfilled. In fulfilling the team requirements are they satisfying their own? Victory for the team is not always enough. Born of a Scottish and English lineage, where the stand-off half is meant to be his own man, they must remain restless. Whereas Fox and Lynagh, voracious accumulators of points, can lie easily with their contribution.

The play of each stand-off half is indistinguishable from the other. They might even be interchangeable. Except for Lynagh who would miss the fun — as anyone deary would — of playing with the incomparable Campese. Now that is rugby genius.

SINGLE HIGHLAND MALT SCOTCH WHISKY.

GLENMORANGIE

GEORGE THOMSON. Assistant Manager.

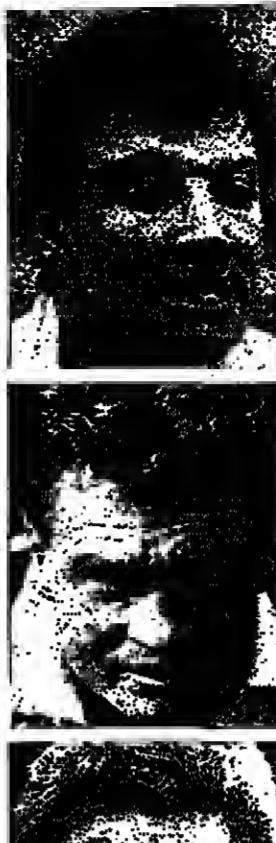


HANOCRAFTED by the SIXTEEN MEN of TAIN.



CRAIG MINTO CHALMERS (Scotland)

Born: Gateshead, Oct 15 1968. Age: 23. Height: 5ft 10in. Weight: 12st 5lb. Education: Melrose GS and Earlston HS. Club: Melrose. International record: 10 caps, 1 try, 10 conversions, 28 penalties, 13 dropped goals. Debut: v Wales, 1989. Career details: Scored a try and a dropped goal on his debut, having been Scotland's youngest B international when he played, aged 19, against France in March 1988. Toured Australia with the 1989 British Lions, playing in the 1990 Six Nations. Scored his first senior try for Scotland last season. He scored in every position way during Scotland's 22-12 win. Has proved a reliable alternative points scorer to Gavin Hastings.



CHRISTOPHER ROBERT ANDREW (England)

Born: Richmond, Yorkshire, Dec 12 1959. Age: 27. Height: 5ft 9in. Weight: 12st 3lb. Education: Bernard Castle School, Cawood. Club: University. International record: Appearances: 42. Points: 145 (1 try, 8 conversions, 28 penalties and 13 dropped goals). Debut: v Romania, 1985. Career details: England's most-capped stand-off half. Scored 50 points in his first international season but has alternated with Ross, Webb and Hodgkinson as kicker during his career.

GRANT JAMES FOX (New Zealand)

Born: New Plymouth, June 16 1966. Age: 25. Height: 5ft 8in. Weight: 11st 11lb. Education: Auckland GS. Club: University. International record: Appearances: 34. Points: 518 (1 try, 103 conversions, 97 penalties, 6 dropped goals). Debut: v Argentina, 1988. Career details: He has played 81 times in New Zealand teams, including 34 internationals, and has scored 518 points. Fox's record of 781 points; Fox's mark now stands at 863.



MICHAEL PATRICK LYNAGH (Australia)

Born: Brisbane, Oct 25 1963. Age: 28. Height: 5ft 10in. Weight: 12st 4lb. Education: St Joseph's College, Brisbane. Club: University of Queensland. International record: Appearances: 51. Points: 573 (11 tries, 101 conversions, 77 penalties, 13 dropped goals). Debut: v Fiji, 1984. Career details: Leading points scorer in world rugby. Australia's most-capped stand-off. Toured with the 1989 British Lions to New Zealand and Ireland and with the 1990 party that won Eddieau Cup in New Zealand.

Whetton sneaks up on milestone

By PETER BILLS

GARY WHETTON, the All Black captain, will become New Zealand's most capped rugby union player in tomorrow's World Cup semi-final against Australia.

When Whetton, aged 32, equalled Colin Meads' 12 caps, in the quarter-final against Canada, the landmark was achieved, like most others, by the lock forward from Auckland, in a manner shorn of fuss and attention. Whetton has remained quite the most anonymous alongside legendary All Black second-row forwards like Colin "Pinetree" Meads, Andy Haden and Peter "Pole" Whiting.

Gary William Whetton, leader of the All Blacks 12 times, is a players' player, devoted, durable and assiduous in his commitment and effort. Few work harder in a match.

As Alex Wyllie, his national coach, says: "He always does his job particularly well. He might not catch a lot of people's attention but hidden away he is

always there, always working. No one takes much notice of what he does, but we regard him as an invaluable member of the side. As captain he has his critics, but as far as we are concerned we know what we want from him and we get it."

Whetton is anxious to dispel some of the misconceptions about New Zealand rugby. "Firstly, I did not dream of being All Black captain as a kid," he said. "By no means all kids in our country even dream of becoming All Blacks. I never thought about the captaincy until I was given the job.

"Players' attitudes have changed. The game must change too, becoming more entertaining and commercial. Certainly more entertaining than we have seen in this World Cup."

"There is too much rugby at the moment for the top players, yet the authorities are asking players to stay within the rules which operated 30 years ago in amateur sport. It is farcical."

Suggest New Zealanders have been driving a coach and horses through those amateur regulations, and you receive short shrift.

"We don't train seven days a week, all day long. We just have a professional approach, that is where it starts and finishes. But others cannot see that, and maybe that's why they cannot match the All Blacks. With a mind full of misconceptions you cannot make progress."

Passing Meads' record will mean much more in later life, Whetton concedes. He admits to pride and honour, but discussing his innermost thoughts is a painful process for this introverted man. He is the mirror image of his playing style.

Whetton: hidden

Pool 1

	P	W	O	L	F	A	Pts	
N Zealand	3	3	0	0	0	55	39	9
England	3	2	0	1	85	33	7	
Italy	—	3	1	0	27	76	5	
US	—	3	0	0	324	113	3	

RESULTS: England 12, New Zealand 18; Italy 30, United States 9; New Zealand 46, United States 6; England 35, Italy 6; England 37, United States 9; New Zealand 31, Italy 21.

Pool 2

	P	W	O	L	F	A	Pts
Scotland	3	3	0	0	122	36	9
Ireland	—	3	2	0	1102	51	5
Zimbabwe	—	3	0	0	77	87	3

RESULTS: Scotland 47, Japan 47; Zimbabwe 12; Ireland 32; Japan 16; Scotland 24; Zimbabwe 12; Scotland 24, Ireland 16; Zimbabwe 9, Japan 21.

Pool 3

	P	W	O	L	F	A	Pts
Australia	8	8	0	0	79	25	9
W Samoa	3	2	0	1	54	34	5
Wales	—	3	1	0	232	61	5
Argentina	—	3	0	0	33	63	3

RESULTS: Australia 32, Argentina 18; Wales 13, Western Samoa 16; Australia 9, Western Samoa 8; Argentina 7, Wales 3; Australia 33, Argentina 12, Western Samoa 35.

Pool 4

	P	W	O	L	F	A	Pts
France	3	3	0	0	82	25	8
Canada	—	3	2	0	145	33	7
Romania	—	3	1	0	231	64	5
Fiji	—	3	0	0	327	61	3

RESULTS: France 30, Romania 3; Fiji 3, Canada 13; France 33, Fiji 9; Canada 19, Romania 11; Romania 17, Fiji 15; France 13, Canada 13. □ Teams in pool matches were awarded three points for a victory, two for a draw, and one for defeat.

Quarter-finals

Pool	Team	Opponent	Score
Pool 1	England	Scotland	30-12
Pool 2	Wales	Argentina	24-12
Pool 3	Australia	W Samoa	32-16
Pool 4	Canada	Fiji	24-12

The eventual winners will be selected by the referee assessors, who may take into account incidents not punished by a referee. Fair play, dissent and off-the-ball incidents are key factors in assessing the award. Dismissals, drug abuse or misconduct off the field will result in disqualification.

Final

Today: ITV: 1.55-4.45pm: Live coverage of the Scotland v England semi-final from Murrayfield.

Fridays: 10.50pm-12.20am (with live coverage of the Murrayfield semi-final) and 9.45-10.30pm.

Tomorrow: ITV: 2.05pm: Live coverage of Australia v New Zealand from Dublin. Highlights: 11.35pm-12.15am. Screeners: 2.04-10pm: Live coverage of the Dublin semi-final. Highlights: 9.30-10.30pm.

THE TIMES SATURDAY 26 OCTOBER 1991

Farr-Jones name

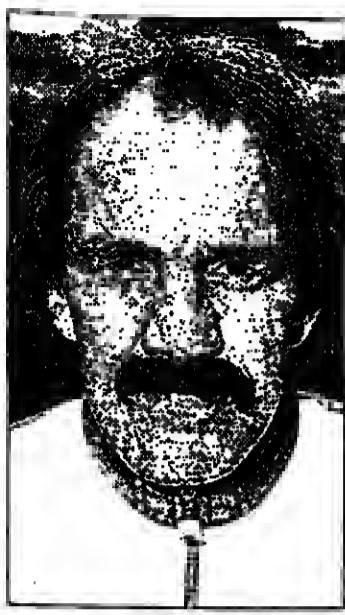
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THE TIMES
JAMESON
RUGBY
CUP

Single-minded Uttley defends corporate tactics



Uttley: adventure second

As England and Scotland prepare for their semi-final this afternoon, the Rugby World Cup is experiencing many of the same conflicting phenomena as the round-ball World Cup 25 years ago.

The pressures of the Calcutta Cup encounter 18 months ago, when Scotland denied England the grand slam, are little compared with the tension that will gnaw at players today, and when New Zealand play Australia in Dublin tomorrow.

And the game, as a consequence, is improving and suffering simultaneously. Rugby Union is far advanced in tactical sophistication, from even 10 years ago. Scotland or England will hail victory today as an unparalleled success, yet triumph will be accompanied by worryingly negative as well as positive developments.

The inherent contradictions are

evident in the words of Roger Uttley, the England coach, when he says: "It has become a fascinating [tactical] game, to an extent the layman doesn't realise. We could be listening to Alf Ramsey all over again."

The higher that rugby's profile is inexorably raised by the World Cup, the greater the so-called importance of the result: the more sophisticated the game becomes, the more difficult it is for a newly-generated audience to understand what is happening on the field beyond winning or losing.

"You can't have it both ways, playing Barbarians-style adventurous rugby while making sure errors are eliminated," Uttley says.

Here is that familiar ring of the pragmatic coach. Uttley's credentials, as a British Isles tour member in 1974 and 1977 and a player in England's grand slam team in 1980, are as impeccable as

were Ramsey's. Like Ramsey 25 years ago, Uttley is coaching England first to win, second to entertain. Scotland's coach, Ian McGeechan, embraces the same policy. "We believe our supporters enjoy watching us," McGeechan says.

The parallels with 1966 are clear, even if Ramsey's professionals faced a wider field in eliminating Uruguay, Mexico, France, Argentina, Portugal and West Germany.

Then in the quarter-final, functional England survived a rugged match against Argentina, whose captain was sent off and whose coach behaved disgracefully. Now, functional England have beaten enigmatic France in comparable circumstances. Ramsey was criticised for abandoning wingers. Uttley and the England manager, Geoff Cooke, keep their wings, though the ball hardly ever reaches them. To the dismay of uninitiated supporters in Paris, Rob Andrew at stand-off endlessly kicked ahead rather than let the ball run. Every kick was a tactical nail in France's coffin.

It will be little different today. I guess, in a game likely to be dominated by lineout play and the respective back-rows.

"It is not a pick-the-ball-up-and-run game," Uttley says. "Rugby has always been a game of territory and possession, and nowadays the players understand so much more of the mechanics. With smothering 'drift' defence, backs only progress with someone's error by disorganising the opposition to achieve two against one. We can get the ball to Underwood on the wing, but mostly he'll have two men on him. We have to put the winger into

open space: taking a flat pass at pace."

All the semi-finalists this weekend – Australia less so, rugby union being a minor sport to them – are playing with massive nationalistic expectation from a public that will be swift to condemn and then flip to an alternative interest.

The players will live with today's result forever.

"The England team are playing for themselves," Uttley says. "They want to achieve as much as possible, to be remembered for being successful, not for being glorious failures. England's success over the past few years has created enormous interest, compared to my day. The man in the street wants success."

Had England opened the game in Paris, it would have invited disaster against such backs as Sella and Blanco, so Andrew kicked. The pressure on the French was

relentlessly maintained in the classic manner: lineouts and scrummages inside their 22-metre line. Uttley and Cooke hope and believe they have timed England's development correctly, that this will be a superior team to that of 18 months ago.

"That time," Uttley reflects, "we thought we could spread the ball about and still win, and ended up playing from our own ten-yard line."

Two years ago, it was said that Carling was too young to be captain, that the front row was running the game. Now, Uttley claims, there is corporate decision-making off the field and consensus on the field.

The strength of rugby, he insists, is that there is no room for the selfish: there have to be those willing to get down fast on the spilled ball, the old criteria of character and discipline still apply.

England enter into unknown territory

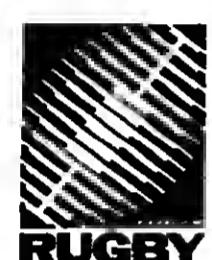
By DAVID HANDS
RUGBY CORRESPONDENT

SCOTLAND and England tread unknown territory at Murrayfield today. "Proud Edward's army", so forthrightly dispatched on the last occasion, has been coming and going from this ground for nearly 70 years but never before in the semi-final of the World Cup. It is this, rather than a re-run of the 1990 grand-slam mate, which is the focal point.

"We are looking at the competition not England," Ian McGeechan, the Scotland coach, said. "In the five nations' championship, the preparation can be different because you know the programme, you know the next opponent. Here, you look inward much more and I have tried to generate the idea that we are looking at ourselves and the development of what we want to do, regardless of who we are playing."

"You have to be happy with your own preparation and I'm very pleased with what we have achieved and the way we have achieved it. I'm also aware we need to find more to win, not just because it's England but because the semi-final demands a higher standard of play and consistency."

McGeechan does not accept that his team are favourites, despite home advantage, the cool disposal of potentially awkward opponents – Western Samoa – in the quarter-finals, and the knowledge of the result at Murrayfield in March 1990. Indeed, Scotland have not lost on their own ground since 1988 – a run of 13 matches. Before last weekend in Paris, it may have been



World Cup
Semi-finals
Today
England v Scotland (at Murrayfield, 2.30)
Tomorrow
New Zealand v Australia (at Lansdowne Road, 2.30)
Dublin teams, page 37

so; after England had beaten France, the English rating may have gone up.

Will Carling, the England captain, made the point that not one of the four semi-finalists had yet found top gear in the tournament, although England may have gone close in beating the French. "We would dearly love to play in the final of the World Cup but we can't afford to even think about that," he said. "If we win, then it becomes more than a day-dream."

Today, it is possible we will see England play the ball through the hands more than in Paris. There are specific areas of the Scotland team that they will want to attack, just as, in the past, they have tried to blunt the effect of Pierre Berbizier and Serge Blanco – key figures in making the French tick.

Geoff Cooke, the England team manager, made no bones about the influence of Gary



Evasive action: Will Carling, centre, weaves his way past Nigel Heslop, with tackle pad, right, during England training in Edinburgh yesterday

Armstrong and his back row. "Armstrong makes them huddle and their back row has caused us no end of trouble before," he said. "We must keep Gary on a tight rein and try to minimise penalty awards because goal-kicking will be crucial."

England may also set their flanks, or Carling, running at Craig Chalmers to see whether his appetite for the tackle has been diminished because of his recent injury. They will also see whether there is any profit in putting the ball behind Scott Hastings, who tends to come up so quickly in defence. All of which assumes possession in the first place and it is here that England must hope for a repetition of their lineout play of last weekend.

In 1990, it was the Scottish reading of England's lineout that paved the way for their 13-7 victory. "We are two years wiser, two years more battle-hardened as a side," Cooke said. English supporters will hope that also means two years better able to respond to the questions posed during the match and able to conjure the right answers.

"You develop certain things you do well," McGeechan observed. "Part of the challenge to other teams is to say:

"Make us change". In each game, each country will try to produce the conditions that suit them best." McGeechan is well aware that the switch from plan A to plan B has not been, historically, a strong England suit and his players will want to move England around and keep them on the run, mentally as well as physically.

This time, though, England have drawn positively on the negative experience of 1990. The motivation is strong and the discipline, as Paris showed, is good. They know the Scots, broadly speaking, will play and, though they must discover as early as possible what Kerry Fitzgerald, the Australian referee, will permit, Murrayfield holds no hidden fears.

"Anyone who says the real final is being played in Dublin is being played in Dublin [involving the semi-final between Australia and New Zealand] is going only on the evidence of past form and the seedings, not the evidence of this competition," Cooke said.

The trifling amount of £250 might have secured you a ticket for Murrayfield on the black market yesterday but spare a copper or two for some sedatives. So close will be the game today, they may well be needed.

Hendry regains his familiar authority

By PHIL YATES

STEPHEN Hendry received a vote of confidence from snooker's leading coach during his emphatic 5-1 quarter-final victory over Terry Griffiths in the Rothmans grand prix at the Hexagon Theatre, Reading, yesterday.

"Stephen has the best cue action in snooker without a doubt," said Frank Callan, who was recently appointed coach to the Cuemasters stable of players. Having watched Hendry compile breaks of 40, 42, 94, 81 and 63 against Griffiths, it was difficult to argue.

Hendry, the defending champion, has now beaten Griffiths on all 12 occasions they have met. "Obviously if

you get a few wins over someone there is a psychological advantage," said Hendry. "I've got tremendous respect for Terry as a player though. That's why I play well against him."

In yielding only two frames to the opposition in his last three matches, Hendry believes he has struck a level of form not attained since he captured the Asian Open, Dubai Classic and UK Open titles during October and November last year.

Nigel Bond also reached the semi-finals when he beat Joe Johnson 5-3 after a match of the highest quality.

RESULTS: Quarter-finals: N Bond (Eng) 5-3 S Hendry (Scot) 5-1 T Griffiths (Wales), 5-1.

Scotland	England
A G Hastings (Wales)	J M Webb (Wales)
A G Stanger (Wales)	S J Halliday (Wales)
S Hastings (Wales)	W D C Carling* (Wales)
S R P Lineen (Ireland)	J C Guscott (Wales)
I Tukulu (Ireland)	R Underwood (Wales)
C M Chalmers (Ireland)	C R Andrew (Wales)
G Armstrong (Ireland)	R J Hill (Wales)
D M B Sole* (Edinburgh Acad)	J Leonard (Wales)
J Allan (Edinburgh Acad)	B C Moore (Wales)
A P Burnell (London Scots)	J A Probyn (Wales)
J Jeffrey (Kilos)	M G Sidhu (Wales)
C A Gray (Nottingham)	P J Ackford (Wales)
G W Weir (Nottingham)	W A Dooley (Preston Shropshire)
F Calder (Stewart's Melville PP)	P J Winterbottom (Wales)
D B White (London Scots) *Captain	M C Teague (Gloster)

Referee: K V J Fitzgerald (Aus).

REPLACEMENTS: 16 P Wode (Gates), 17 A G Sole (Wales), 18 O H O'Brien (Ireland), 19 O R Marchal (Gales), 20 A G J Watt (Glasgow High-Kirkcaldy), 21 K S Mhira (Ireland's PP).

England have won 51 of the 107 matches, Scotland 39 and there have been 17 draws. Scotland have won 13 home matches in successive years. Their last defeat at Murrayfield was by the Australians in 1988. England have won there only once since their 1990 grand slam.

Debut for Crowley in Dublin

By PETER BULLS

NEW Zealand yesterday were forced to make one late alteration: the inclusion of the full back, Kieran Crowley, for their side to meet Australia in tomorrow's semi-final in Dublin.

Crowley, summoned from New Zealand to join the squad last weekend after injuries to the first choice full back, Terry Wright, and his deputy, Shane Philpott, was selected after Wright broke down at a training session yesterday morning. The locks, Gary Whetton (heavy cold) and Ian Jones (slight thigh strain), reported fit.

But John Hart, assistant coach, was not sure Crowley as a weak link. "Kieran is a big match player and seeing him there will provide the guys with added confidence. In some respects he might be sharper and fresher than the others because he has not been involved in the campaign all the way through."

ITV is hoping the match will attract the largest audience for a rugby union match in Britain. "It's the perfect semi-final. We could not have wished for anything better and we believe the audience will reflect the public's interest," said Gary Double, of ITV.

ITV will not put a figure on its expectations, but the quarter-final matches involving England and Scotland have an armchair audience of between seven and eight million for each game, so a total of ten million would be the target today.

Coral, the bookmakers, last night made England 8-11 favourites to win today.

Scotland were 11-10.

Match preview, page 37

British hopes end as appeal is dismissed

By DAVID POWELL, ATHLETICS CORRESPONDENT

BRITAIN failed yesterday in their attempt to persuade the European Athletics Association (EAA) that they should be the rightful holders of the European Cup for men. An appeal claiming that a Soviet Union athlete had infringed the rules was dismissed, confirming the Soviets as champions and Britain as runners-up.

"Stephen has the best cue action in snooker without a doubt," said Frank Callan, who was recently appointed coach to the Cuemasters stable of players. Having watched Hendry compile breaks of 40, 42, 94, 81 and 63 against Griffiths, it was difficult to argue.

Nigel Bond also reached the semi-finals when he beat Joe Johnson 5-3 after a match of the highest quality.

RESULTS: Quarter-finals: N Bond (Eng) 5-3 S Hendry (Scot) 5-1 T Griffiths (Wales), 5-1.

Chelsea pull out from £1.5m James deal

CHELSEA have decided not to go ahead with the £1.5 million deal they agreed with Watford a week ago for the transfer of David James, the England Under-21 goalkeeper (Denis Sirigny writes).

Ian Porterfield, the Chelsea manager, yesterday contacted Steve Perryman, his Watford counterpart, to say that Chelsea were no longer interested. Porterfield said: "We only want players who want to play for Chelsea."

Liverpool, have offered £900,000 for James. But Eddie Plummer, the Watford chief executive, yesterday said: "Liverpool have not met our fee." Chelsea said they were withdrawing because Porterfield and Ken Bates, their chairman, were not allowed

the opportunity to meet James although they had agreed a fee with Watford. They alleged that Andy Pagden, James's representative, told them "David is going to Liverpool" and said that only a meeting between himself and Chelsea's financiers was necessary to discuss terms.

Bruce Rioch, the Millwall manager, is to have further talks with Liam Brady, the Celtic manager, about the transfer of Alan McLennan, the former England under-21 defender. Rioch rejected a £400,000 bid by Celtic earlier this week.

Shreeves reflects, page 34

THE FAMOUS GROUSE
FINEST SCOTCH WHISKY

PRESENTS

Rugby

CURIOUS FACT No. 4.

Some men might be miffed to receive a mere two England caps in their rugby career. Not so Stanley Harris. The ultimate good sport, he played in the South African Davis Cup team, won the All-England mixed doubles title, represented South Africa in the 1924 Olympics in the pentathlon and in the boxing ring, played polo for England, and reached the finals of the World Ballroom Dancing championships. But apparently, he was rubbish at tiddly-winks!

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